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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. 1, No. 1

September, 1975

THE NAME HAS BEEN CHANGED: "MONTANA MEMO" our quarterly newsletter of the past three years, will now be "JOB SERVICE." This will more clearly reflect the fact that job placement has been the primary goal of Employment Service for more than forty years. Too, the Job Service nomenclature ties in with national proposals and plans for improved services to all applicant groups and re-establishment of employer confidence in the ability of the Employment Service to serve all their needs.

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THE BAD ECONOMIC NEWS always make the biggest headlines. Sometimes we lose sight of the fact that there is quite a bit of blue among the gray. When we see an unemployment rate of 8 or 9 percent, we tend to forget that more than 90 percent of the work force are employed. Also, that good jobs in many different occupations go begging during times of high unemployment. Despite the economic stress of the past fiscal year, the 23 office employment service network received 42,015 job openings from industrial employers and made 44,078 job placements in industry and agriculture.

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SPECIAL REPORT

FEDERALIZATION ISSUE IN UNEMPLOYMENT COMPENSATION OVERHAUL: The Social Security Act which created the unemployment insurance program gave each state the freedom to adopt such provisions and utilize such criteria as in its best judgement seemed most appropriate to its needs, resources and employment patterns.

Over the years, state legislated changes have improved the program to the point where in Montana the maximum weekly benefit amount of \$82 is 55 percent of the average weekly wage. This will increase to 60 percent of the average weekly wage on July 1, 1976. These are maximum payments. The average weekly check is \$57.00.

In addition, worker coverage has been extended to include nearly all but agricultural and domestic workers in the state's work force.

The program is not without its problems. Today, in the face of persistently high unemployment, both at state and national levels, the concept of unemployment insurance is being critically reviewed from all sides. The workingman's view is generally that benefit payments are too low, duration of benefits too short, and eligibility rules too tight. Management has its own assessment, which is no surprise, and they tend in the other direction. All are legitimate opinions and interests which can be presented before the state legislature for such refinements in the law as are desirable.

Some of the rights of the state half of the partnership, however, may be in jeopardy for the federal partner wants a bigger piece of the action. Congress will consider this fall legislation to overhaul the federal-state unemployment insurance program.

1. The hottest issue during recent congressional hearings was over the proposals to set federal standards in weekly benefits, duration of payments and some areas of eligibility. Opponents argue, and with precedent on their side, that it would then be only a matter of time before congress would dictate all the terms of the program - and in essence, federalize the system.
2. Two bills are now being marked for action. They are H.R. 8614, the administration proposal, and H.R. 8366, introduced by Congressman Corman.

Provisions of these bills would do the following:

- Extend coverage to most of the state and local government, agricultural and domestic workers not now covered by a permanent program. (Montana has state employees and all local government employees under coverage. Only seven other states now provide coverage for local government workers.)

- Require states to provide a minimum weekly benefit amount equal to two-third's of the average weekly wage or if less, the maximum weekly amount payable under

state law. The state maximum weekly benefit amount would be set by federal mandate at a level equal to at least 75 percent of the statewide average weekly insured wage.

- Require states to provide a maximum duration of 52 weeks of regular compensation, abolishing triggers for extended benefits. Financing of the first 26 weeks would be from the state fund with the weeks 26-52 financed equally by state and federal unemployment taxes.

- Improve financing of federal accounts by increasing wages subject to federal unemployment tax to \$6,000 for the calendar year 1977 and increasing the base annually by \$2,000 until it equals the Social Security Wage base, currently \$14,100.

- Require a minimum state tax rate of 1 percent and require states to maintain their trust fund reserves at a level equal to at least 150 percent of the highest benefit cost ratio (benefit expenditures as a percentage of the total covered payroll).

- Prohibit disqualification for voluntarily quitting a job and for most terminations resulting from misconduct to a period of six weeks, and prohibit disqualification on account of pregnancy.

* * *

THE HARD GRIP of unemployment would not loosen during the past three months which normally provide the best job opportunities and a retraction of unemployment insurance claims. Conversely, unemployment payments continued to climb upward to record levels this summer. During the past 8 months (January-August) more than \$26.2 million in state and federal unemployment insurance payments helped to prime the Montana economy. Of the total, nearly \$18.4 million was charged to the State Employment Security Trust Fund which now holds a balance of about \$10 million. Payments of more than \$2.5 million each went to claimants in Missoula, Cascade Yellowstone and Flathead Counties. The state payment total was up by more than \$7 million from the comparable 1974 period.

* * *

The Increased Volume of State Unemployment Insurance Activities
in Fiscal 1975 is Shown in This Table:

	<u>FY 1974 - 75</u>	<u>FY 1973 - 74</u>
Initial Claims - Monetary Determinations	44,538	32,758
Eligibles (monetary)	36,173	26,851
Ineligibles (monetary)	8,365	5,907
Continued (weekly) Claims Filed	471,036	331,011
First Payments	28,116	20,492
Claimants Exhausting Benefits	8,638	6,392
Number of Payments	382,899	272,486
Average Number of Weekly Payments	7,363	5,240
Unemployment Insurance Paid	\$21,633,939	\$14,076,220
Weeks Compensated	378,530	267,020
Average Weekly Benefit Amount	\$57.15	\$52.72
Average Duration of Benefits (weeks)	13.5	13.0
Employer Contributions to Trust Fund	\$11,254,499	\$10,917,338
Appeal Hearings Conducted:		
Lower Authority - Appeals Referee	1,155	937
Higher Authority - Board of Labor Appeals	89	85

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. 1, No. 2

October, 1975

SPECIAL REPORT

PROTECTING THE EMPLOYMENT SECURITY TRUST FUND FROM OVERPAYMENT AND FRAUD

Recent publicity about the status of Montana's Employment Security Trust Fund and this agency's program of benefit control for the detection and recovery of fraudulent and other overpayment claims has presented a distorted picture which needs to be cleared. Of special concern, are innuendoes that the Trust Fund balance has declined due to improper payments to jobless workers.

The implication that the State Employment Security Trust Fund is down because of improper payments is wholly without truth or logic. The ONLY reason the fund is down is because of the massive unemployment of the past two years, both at state and national levels. Besides Montana, thirty-five other states are faced with declining fund balances and ten states have been forced to borrow from the federal government to bolster their fund reserves. Others are on the borderline and will have to follow the same action if the recession continues.

In the twelve month fiscal year which ended June 30, 1975, a total of 471,036 weekly, or continued claims, were filed under the state program at local employment offices and sent to the state office for payment. This was up 140,000 from Fiscal, 1974. All other states also had substantial over-the-year increases solely because of depressed economic conditions. Any suggestions that these increases were the result of improper claims is a noxious insult to the honesty and integrity of every individual who finds himself and his family in the hard grip of long term unemployment through no fault of his own.

No claim is ever determined eligible or paid without investigation of all the pertinent facts or questions relevant to it. When an unemployed worker files a claim for benefits, the local employment office sends the worker's last employer a notice of the claim. On it is stated the worker's reason for his unemployment: temporarily laid off - discharged - permanently laid off - or quit. The employer is requested to supply his version of the worker's unemployment and return the information to the local employment office. In many instances, the local office claimstaker will telephone the employer while the claimant is still at his desk. The information thus obtained is sent to the central office in Helena where a claims deputy promptly examines the claim and, on the basis of the facts supplied by both the claimant and employer, decides whether the claim is to be paid or suspended if more information or facts are required to make a proper determination.

During the past fiscal year, claim deputies issued 16,433 determinations on all types of issues and eligibility. In addition, 194 administrative penalties were applied as a result of claimants providing false information on initial or additional claims.

From the decision of the claims deputy, an appeal may be taken to a referee who then holds an open hearing, at which time the claimant and his employer may present oral testimony, witnesses, and documentary evidence. If either the employer or the claimant is dissatisfied with the decision of the referee, either may take an appeal to the Board of Labor Appeals; and likewise either party may then appeal to the State District Court and the Montana Supreme Court. The United States Supreme Court has held in the case of California Department of Human Resources vs. JAVA, 402 U.S. 121 (1971) that payments must be paid "when due", that "when due" means when payments are first determined to be due. When payments are made to a claimant due to a decision of a claims deputy and such decision is later reversed by an Appeals Tribunal or a Court, recovery of said payments is made by offset on future benefits.

Fraudulent claims occur in instances where a claimant files a legitimate claim and subsequently obtains work of over twelve hours per week or earns in any one week an amount of money exceeding twice his weekly benefit. Well over 90 percent of this agency's fraud detection comes about as a result of matching employers wage records with claim payment records. When it first appears that the claimant may be guilty of fraud, a recheck of employer's records and claimant's statements are reviewed. A field representative will visit an employer's office to verify wage records. I know of no instance where an employer has not fully cooperated with an agency field representative.

Following a field representative's report to the agency's Benefit Section, what appears to be fraud is again reviewed by this agency's claims investigator who in turn makes recommendations to his supervisor. The supervisor reviews the cases and directs the claims investigator to forward solid fraud cases to the appropriate County Attorney.

The local office manager delivers the case to the County Attorney and offers the services of this agency to the County Attorney. Field representatives, office managers and the claims investigator are available to the County Attorney upon request. Incidentally, a County Attorney has never been refused any assistance requested.

Actually a very small percentage of the cases referred to County Attorneys result in jury trials. In fact, most cases considered as worthy prosecution end up with a guilty plea by the claimant. It should be pointed out that the ultimate decision as to prosecution rests with the County Attorney. Our screening process is an effort to present clear cases of fraud to the proper prosecuting officer, i.e. the County Attorney.

It should be pointed out that this agency has no authority to prosecute fraud cases. This agency has no authority in fraud cases to issue subpoenas, for criminal trials, arrest, search and seize, fingerprint, or carry weapons. No employee of this agency has authority to carry a badge or interrogate a

fraud suspect without first advising such person of his constitutional rights. This function is carried out in nearly every case by the local office manager.

The records of willful misrepresentation and overpayments other than fraud recoveries from 1965 through September 30, 1975, a matter of public record, indicate as follows:

OVERPAYMENTS RECOVERED

<u>Calendar Year</u>	<u>Willful Misrepresentation</u>	<u>Overpayments Other Than Fraud</u>	<u>Total</u>
1965	\$ 7,415	\$12,429	\$18,844
1966	7,612	12,119	19,731
1967	5,116	15,337	20,453
1968	5,458	13,812	19,270
1969	4,202	12,243	16,445
1970	5,943	25,693	31,636
1971	11,396	28,460	39,856
1972	9,760	48,315	58,075
1973	6,876	38,690	45,566
1974	8,411	52,371	60,782
1975*	4,049	64,833	68,882

* January through September 30th only.

Of note is the fact that the recovery of all overpayments has shown a substantial increase during the past five years despite the fact that federal budget allocations in the benefit control field had been cut from 4.9 positions to 3.7 positions during the same period.

The foregoing statistics do not of course present the whole story, because it is a fact that the number of recommendations to County Attorneys has declined in the past year. This is not a situation unique to the State of Montana. With the new federal and state laws, i.e. Supplemental Unemployment Act, the coverage of state workers and farm workers, this work load increase does not have the budget to conduct four post audits a year. This problem is recognized by the United States Department of Labor in Denver as well as Washington, D.C. Of interest perhaps is that the Department of Labor is now conducting meetings throughout the United States to present a new computerized

system whose aim is to detect overpayments. I am advised that such a computer system will be bought and paid for by the Federal Government at no cost to the state. In all likelihood, this agency will participate in such a program.

Every employee of this agency has an interest in detecting fraudulent and overpayment cases. It is not a one man operation. Alert to the possibility of fraud payments and directly involved, are 23 local office managers, 5 assistant office managers, 171 interviewers, 11 field representatives, 6 claims deputies, the Chief of Unemployment Benefits, the Supervisor of Benefits and the Claims Investigator. Again it is an agency concern, not the concern of one individual alone.

One final point is that fines imposed on claimants found guilty of fraud go to the County, not the Employment Security Trust Fund. Regardless of a finding of guilt or innocence, the tax division of this agency is charged with collecting overpayments to claimants for whatever reason. Whereas it is true that a one year statute of limitations applies to criminal prosecutions, it is also true that a five year period is permitted this agency to collect overpayments for any reason.

It is also to be noted that this agency is subject to audit by both state and federal auditors. Our last federal audit was conducted between dates of November, 1973, and February, 1974. At this writing, the state legislative auditor is conducting a routine audit of all the operations of this agency. This is one more safeguard the public has to ensure proper administration of the Unemployment Insurance Program.

All of us at the Employment Security Division will continue to work hard to pay promptly those Montanans who are entitled to unemployment insurance benefits, to police the system to prevent fraud, overpayment and abuse, and to refer qualified job applicants to jobs as speedily as possible.

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 3

December, 1975

THE SPIRIT OF '76 - our nation's Bicentennial year - may be a time, not of celebration, but of national crisis unless something is done to solve the serious unemployment problems which have caused great concern since November, 1974.

HOW WE GOT THAT WAY: "The combined pressures of recession, inflation and steeply rising energy costs were reflected in a general slackening of the Nation's economy in the closing months of 1974. For the year as a whole, real national output dropped 2.2 percent and real disposable income fell 2½ percent, for the sharpest decline since 1947. Prices, meanwhile, continued to rise, as the Consumer Price Index reached an average of 147.7 in 1974, an annual increase of 11.0 percent over 1973."

"... the Nation's labor force bore the brunt of the disquieting economic trends ... " (Underlining ours)

THESE QUOTES ARE FROM the 13th annual Manpower Report of the President, April, 1975. They state clearly and factually the circumstances and conditions which created the deteriorating employment situation and the sharp nationwide increase in unemployment insurance claims.

TWO INDIRECT BUT PERVASIVE FACTORS were responsible for this economic malaise: the sharp increase in oil prices and the tight monetary policy pursued by the Federal Reserve in order to stem the swelling tide of inflation. Among the more direct and tangible factors were a weakness in retail sales (highlighted by a rapid decline in automobile sales), a prolonged slump in housing starts, and a decline in capital goods orders.

THE INTERPLAY of these negative national developments on Montana's economy caused payroll declines in the state's metal mining, building construction and lumber industries with the downward slide still in evidence as the year draws to a close. It was the worst economic depression since the 1930's - it still lingers on with only lukewarm improvement in a few industrial sectors. And now, the most recent economic trends - unemployment rates of over 8.5 percent nationally and in the state coupled with a downturn in national economic indicators for the second consecutive month - do not augur well for the immediate future. Federal government economists see no real turnaround until 1977.

* * *

THE IMPACT of this recessionary unemployment on state unemployment insurance trust funds is obvious. Nationally during 1974, \$6 billion in benefits was paid to more than 7.5 million jobless Americans. It is projected that in 1975, 14 million unemployed Americans will have been paid about \$19 billion, more than triple the 1974 disbursement. Payment totals for both years include the basic state and federal programs and the extended and special unemployment provisions federally mandated last year because of persistent and continuing high unemployment.

The total 1975 payout under all programs in Montana is expected to be over the \$36 million mark with at least \$25 million of this amount charged to the state fund. The projection is based on the fact that payments under all programs totalled \$31,080,381 from January through October this year. This was up \$16.6 million from the same 1974 period including an increase of \$8.1 million in payments from the state fund.

THE LIST OF STATES with declining trust fund reserves grows longer. Assistant Secretary of Labor, William Kolberg, estimates that 18 states will borrow from the federal unemployment trust fund during fiscal 1976 and 1977. They are: Alabama, Arizona, Arkansas, Delaware, Florida, Hawaii, Illinois, Maryland, Nebraska, Nevada, New Hampshire, North Carolina, Ohio, Oregon, South Carolina, Tennessee, Washington,

and Wisconsin. Loans have already been made to Connecticut, Maine, Massachusetts, Michigan, Minnesota, New Jersey, Pennsylvania, Puerto Rico, Rhode Island, Vermont and the Virgin Islands. Montana is on the borderline with the trust fund balance down by more than half from this same time last year. The heaviest unemployment months lie ahead with the question of whether the state fund can absorb the added dimensions of the winter job downturn on its own yet to be answered.

* * *

PROMPT DETERMINATION AND PAYMENT of eligible unemployment insurance claims is a federal requirement sometimes at the expense of other work load items. During the past several years, the Employment Security program has been subject to both budget constraints and drastic increases in the claims workload. Montana's record of prompt payment of claims, however, was maintained. In the first ten months of this year, 76,557 initial claims were filed, an increase of 42,739 over the same 1974 period, and 24,188 more than were filed during the whole of 1974. Weekly, or continued, claims filed during the first ten months of 1975 totalled 525,159, up 270,740 from the comparable 1974 period, and 209,900 more than the entire year of 1974. Nationally, the average weekly insured unemployment for all programs jumped from 2.1 million in September, 1974, to over 5.2 million in January, 1975, and peaked at 5.8 million in March, 1975.

Under the weight of these unprecedented workloads, the national administration provided suggestions on those activities which could be eliminated or curtailed, many of which were quality control oriented. Included in this category was the benefit payment control operation.

Advance information now indicates that federally instituted operational changes will soon be implemented to restore unemployment insurance quality controls and re-employment assistance services to claimants. The benefit payment control system will re-emphasize installation of an effective overpayment detection, investigation and collection program. The goal for Fiscal Year 1976 is to have all states using

a computerized cross-match system.

Employment services to claimants will more closely examine the total work experience and skills of the claimant in relation to the opportunity for referral to existing job openings in other than primary job classification and the usefulness of other employment services to aid in job return and reduction of average duration of unemployment.

* * *

300,900 WORKERS were on industrial and farm payrolls in November according to preliminary estimates. Although down seasonally by 5,600 from October, job totals were up 4,000 from November 1974. An over-the-year job increment of 8,400 in the industrial sector was partially offset by a decline of 4,400 in agriculture for a net gain of 4,000 in the total job picture. Despite the economic problems of the past year, the state's 23 local employment offices placed nearly 20,000 workers on jobs during the first ten months of the year. Of the total, 15,808 were placed in the industrial sector and 4,174 in agriculture.

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YOU'LL BE SEEING AND HEARING more about "JOB SERVICE" in the next few months because we intend to make them household words to emphasize the fact that "Jobs for People/People for Jobs" is the prime concern of all of us. The Job Service section of employment service activities has at hand a wealth of talent and an unmatched statewide system of recruitment and applicant referral. It is a capability that can be valuable to any employer, of any size and in any area. It also ties in with Governor Judge's mandate that jobs are the #1 priority of his administration.

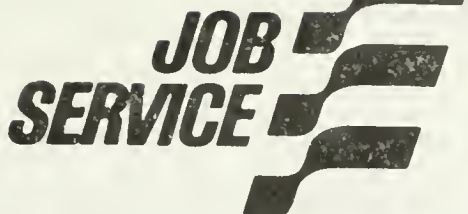
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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol II No. 5

June, 1976

HOW DO WE STAND AT MID-YEAR after a long winter of poor economic conditions? There has been some stirring here of the recovery which has been noted in the national economy. Seasonal job expansion, however, especially in the outdoor industries, was temporarily suspended during intervals of wet weather which persisted through the month of June. For the most part, the job market was relatively free of major labor strife and there were other good signs that the economy was starting to move:

•92 percent of the state's civilian work force was working in industrial and farm jobs this June, up 6,900 from last year. Of this increase, 6,600 was in the industrial sector along with 300 more jobs in agriculture this June than last. Total employment this June is forecast at 326,600 with 285,500 jobs in industry and commerce and 41,100 in agriculture. Working women continued to maintain their hold of a 40 percent share of the non-agricultural jobs. (On a personal note, women are managers of the Butte and Shelby local offices and others hold responsible positions in state and local offices.)

•Industrial employers listed 44,260 job openings with the 23 local employment offices in the 12 month period which ended June 30th. This was up 2,245 from the past year. Responding to the new "JOB SERVICE" identification, with priority emphasis on job placement functions, local employment offices made 45,300 job placements in industrial and agricultural sectors in the past fiscal year. This was nearly 3,300 above the fiscal 1975 total.

•More than 11,000 have left the unemployment insurance rolls since the winter payment peak of 19,629 recorded last February. This not only reflects the seasonal nature of the job market in Montana but also proves that workers return to jobs when they are available. With the best employment months still ahead, the downtrend in

payment totals will continue until the onset of the winter season.

* * *

NOT TOO MANY PEOPLE KNOW that in addition to fulfilling the requirements of the Wagner-Peyser and Social Security Acts, the Employment Security Division today is involved in the administration of about 20 other laws, 17 executive orders, and 14 agreements with various federal agencies which directly or indirectly require the performance of specific duties relating to special target groups. Among these are Vietnam era veterans, the handicapped, recipients of financial assistance under the Aid to Families with Dependent Children (AFDC) program, food stamp recipients, and workers engaged in training under the Comprehensive Employment and Training Act (CETA).

Some major accomplishments for fiscal 1976 relative to these mandates included:

- The registration of 101,200 jobseekers (the highest yearly total of record) for employment and other services.

- The enrollment of 3,792 persons in the Work Incentive Program (WIN) and the placement of 1,295 enrollees in unsubsidized jobs resulting in a substantial saving of welfare dollars.

- The registration of 3,014 participants in the Public Service Employment Program (PEP) including a veteran enrollment of 49.3 percent which exceeded the national average. More than half of the program registrants were hired by the employing agency or placed in jobs in the private sector.

- A population of 1,326 persons in the Concentrated Employment Program in the six counties of Silver Bow, Lewis and Clark, Deer Lodge, Meagher, Broadwater and Jefferson. After training and work experience, 649 enrollees were placed on jobs.

- The provision of special services for 31,426 youth, 15,800 older workers and 7,900 handicapped workers.

- The testing of 12,350 jobseekers for aptitude and proficiency, and counseling services for 21,550 applicants to aid in vocational choice or job development.

- The recruitment and screening of 4,500 youth for Job Corps eligibility. This resulted in the enrollment of 364 males and 109 females for education, training and

work experience. In addition, 440 ex-corpsmen received job placement and supportive services.

* * *

A \$245,000 WORK INCENTIVE PROGRAM involving about 100 members of the Crow and Northern Cheyenne Indian Reservations is now underway. The goal is training, job development and supportive services for members of these two reservations. The project is unique in that it will be the first with 100 percent Indian enrollment. In addition, it will strive to involve tribal members in the operation and guidance of the program. The intense national interest in Montana's coal deposits has set the stage for unlocking the grip of reservation unemployment which historically has always been from three to four times the national average. Since the reservations straddle the burgeoning coal development areas, tribal members have an excellent opportunity to obtain jobs as they become available. The upcoming jobs range from professional, sales, clerical, mining, structural, and service. To get these jobs and the reservation workers together is the main thrust of this new Work Incentive Project.

* * *

BUTTE GOT THE LION'S SHARE OF \$1.3 million in Trade Adjustment allowances paid through June to workers idled by the curtailment of underground mining operations there. The Trade Act of 1974 provides that workers who believe they have been or will become unemployed due to increased imports may petition the U. S. Secretary of Labor for certification of eligibility to apply for adjustment assistance. On January 9, 1976, such a petition was filed by the United Steel Workers, AFL-CIO, on behalf of the idled Butte workers. Subsequent approval of the petition by the U. S. Labor Department followed with an Anaconda list placing 842 workers in the eligible category. In addition to the cash trade readjustment allowances, the Trade Act also makes available training, testing, counseling, job placement, job search grants, and relocation allowances to those eligible.

* * *

\$97.00 IS THE MAXIMUM WEEKLY BENEFIT effective July 1st this year for those who have the wage and employment qualifications set in the law. It represents 60 percent of the average weekly insured wage of \$161.98 paid in 1975. Not everyone will qualify for this maximum weekly payment. The minimum weekly benefit remains at \$12.00 and increases by \$1 amounts to the maximum depending upon high quarter base period wages and qualifying wages in other quarters of a benefit year. Only workers who file new claims after July 6th would be eligible, if qualified. Unemployed workers now receiving the maximum of \$81.00 weekly remain at that amount during the course of their present benefit year.

* * *

UNEMPLOYMENT INSURANCE PAYMENTS under all programs totalled \$22,005,227 from January through May this year. Although this was up nearly \$3.5 million from the comparable 1975 months, the increase in state payments was but \$79,221. The majority of the increase was in three temporary federally financed programs which paid out nearly \$6.2 million during the first five months of this year. Payment totals under regularly established programs included \$13,995,750 charged to the state fund and \$1.8 million in federally funded payments to unemployed federal civilian workers and ex-servicemen. A gradually improving economy, the receipt of first quarter tax contributions and the upcoming second quarter tax collections should forestall the request for a second federal loan to meet unemployment insurance demands in the immediate future.

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Fred Barrett, Administrator

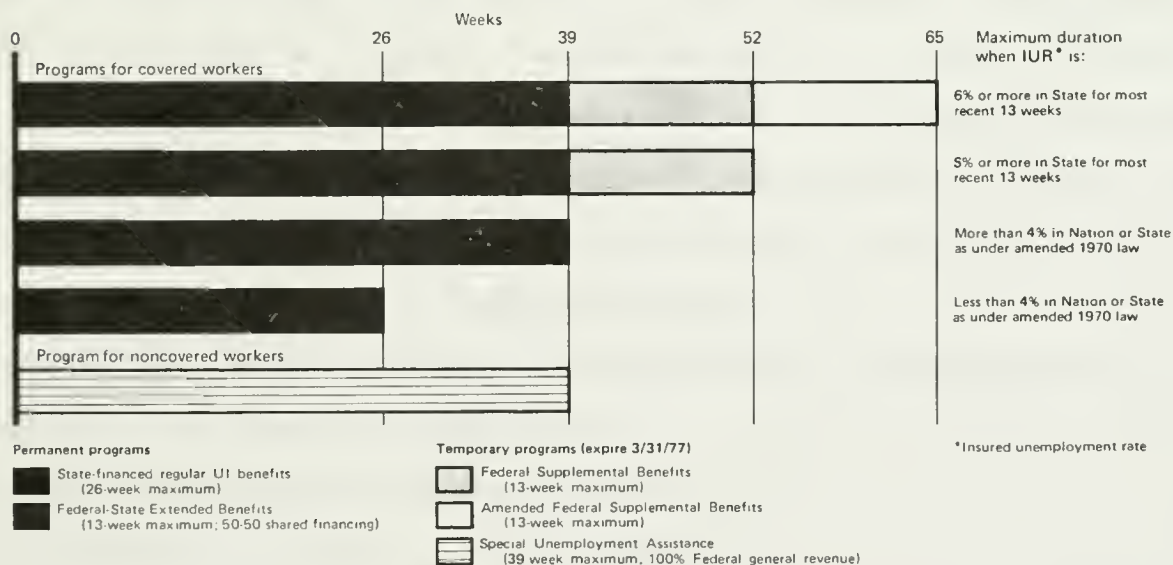
A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 6

September, 1976

WIDESPREAD AND PROLONGED job losses during 1975 placed the burden of minimizing the hardships of the recession mainly on the federal-state unemployment insurance system. In addition to the normal protection afforded under the regular UI programs, benefit duration was extended temporarily, both by means of existing statutory provisions and by congressional actions to add additional weeks of temporary benefits. The following chart illustrates the sequence of the unemployment insurance programs which could provide a maximum duration of 65 weeks of benefits under various unemployment rate levels.

State and Federal UI programs now provide up to 65 weeks of benefits for protected workers.



Source: U.S. Department of Labor.

The effort to aid so many through extensions to the regular UI program highlighted the systems weakness as well as its strengths. Both the criticisms and the lessons

learned during this time have led to a variety of suggestions for change in the features and even in the character of the system. Major policy issues now being looked at by the decision makers include expansion of benefit coverage, benefit standards, duration of benefits, trigger mechanisms, benefit financing and the labor market impact of unemployment insurance.

THE CHIEF CATALYST FOR CHANGE is in H.R. 10210 passed by the U.S. House of Representatives on July 20, 1976, and now up for consideration by the U.S. Senate. A summary of the major provisions of this bill include:

WORKER COVERAGE

·Agricultural Labor: Covers services for agricultural employers with four or more workers in 20 weeks, or with a payroll of \$10,000 or more in one calendar quarter. (Presently the laws of Minnesota, California, Hawaii, Puerto Rico, and the District of Columbia cover farmworkers.)

·Domestic Service: Covers domestic services for employers who pay \$600 or more for such services in a single calendar quarter.

·State and Local Government Services: Covers services performed by state and local government employees, with minor exceptions. (Twenty-nine state laws now cover nearly all state government workers and eight state laws protect local government employees. State and local government employees were covered in Montana effective after July 1, 1975 but the coverage does not include elected public officials.)

BENEFIT FINANCING

·The Taxable Wage Base on which employer taxes would be levied would increase to \$6,000. (Montana's taxable wage base has been \$4,800 since April 1, 1975.) Employer tax rates would rise from 3.2 percent to 3.4 percent until all advances from general revenues to the Extended Benefit Account have been repaid. Thereafter, the nominal rate would be 3.2 percent. This would temporarily increase the net Federal tax from 0.5 to 0.7 percent.

·The National Trigger for Extended Benefits payable under the permanent program -

weeks 27-39 - would remain at an insured unemployment rate of 4.5 percent, seasonally adjusted, but the rate would be measured for a moving 13-week period instead of each three months.

STUDY COMMISSION

•The Establishment of a 13 Member national commission on unemployment insurance appointed by the President and Congress is part of the H. R. 10210 package. Committee members, representing employers, employees and the public would be authorized to conduct studies, research and public hearings to develop recommendations for the future direction of the unemployment insurance system and report their findings to the President and Congress by no later than January 1, 1979.

SOME OTHER AMENDMENTS OF H.R. 10210 would:

- Prohibit disqualification for benefits solely on the basis of pregnancy.
- Prohibit payments of benefits to professional athletes with reasonable assurance of re-employment, and to illegal aliens.
- Require state requests for advances from federal loan funds to be made on a three-month rather than a one-month basis.

* * *

THE NEARLY \$20 BILLION in unemployment insurance paid nationally during the 1974-75 recession was an important factor in maintaining consumer purchasing power. This economic benefit, however, was overshadowed by the strain placed on the system, the depletion of some State Trust Fund accounts, and the questions raised about the future direction of the unemployment insurance program. One of the most crucial issues involved the maximum duration of benefits, especially during recessionary periods when unemployment is prolonged for many workers.

The temporary extension of benefits of up to 65 weeks focused attention on a recurring question: What should be the duration of benefits under unemployment insurance? The unresolved question involves two different views: as an insurance system with an earned entitlement based on work experience and earnings - or as an

income maintenance system providing a transfer payment based on determination of need.

The system, at its beginning in 1935, was conceived of as an insurance plan protecting workers against precipitous income losses during terms of unemployment. Various extensions during periods of high unemployment, however, raised some questions whether the system has detoured from its original unemployment insurance concept. The extension of benefits to as much as 65 weeks has blurred the line between UI as an insurance program and UI as an income maintenance program.

There are arguments that if benefits are available for too short a time, the unemployed may lack sufficient resources to support themselves until they return to work. Another view involves the degree of work disincentive or weakening work force attachment which may result by lengthening benefit duration.

WHAT IS SUITABLE WORK for the long term unemployment insurance claimant?

By the time a claimant begins to draw Federal Supplemental Benefits he has been unemployed for a long time. Both the regular and extended benefit entitlements have been exhausted. (See chart on Page 1) In such instance, and for unemployment insurance purposes, the definition for suitable work broadens. The fact that the offered work involves lower pay or lesser skills than the claimants' customary occupation does not preclude such work from being considered suitable if the individual's prospects for work in the customary pay and skill levels are poor.

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 7

December, 1976

1976 IS ABOUT TO ENTER the history books. It will probably be remembered more for the scourge of high unemployment than the fact that more than 90 per cent of the state's civilian work force were working during any given month. The lingering effects of the national recession still held both the state and national economies in its grip at year's end. And now, by the seasonal nature of Montana's economy the unemployment lines will grow longer for the next few months as the winter season takes its toll of outdoor jobs. At the peak of last winter's jobless season, the unemployment rate climbed to 10.3 per cent. This represented 33,600 unemployed workers, 19,200 of whom were paid unemployment insurance benefits at that time. The statistics for this winter season are expected to follow the same pattern until the spring work season begins in March.

* * *

THE FINAL TALLY of state and federal unemployment insurance payments is expected to be over the \$40 million mark for 1976. For the first ten months of this year - January through October - all payments added up to \$34,426,957. Of this amount, \$21,810,050 was charged to the state fund. Two regular federal programs - Unemployment Insurance for Federal Employees, and Unemployment Insurance for Ex-Servicemen - paid out \$2,733,899. The sum of payments under three federally mandated programs to ease the burden of unemployment during the recessionary period was \$9,886,008. The 10 month payment total this year was up by more than \$3.3 million from the comparable 1975 period. In addition to these disbursements, a total of \$1,888,869 was paid under the Trade Act of 1974. This was to compensate idled Butte metal mining workers whose jobs were certified as lost due to increased imports.

* * *

UNEMPLOYMENT INSURANCE has two main purposes:

To alleviate hardship when an individual suffers loss of income through involuntary unemployment, and

To maintain purchasing power in the economy to prevent further economic recession.

In these respects it has, probably more than any other social program, served the purpose for which it was created.

In times of high unemployment, however, a greater volume of questions and criticism is generated through the press, employer groups, the general public and the unemployed worker about various aspects of the unemployment insurance system. The following question and answer format is in response to issues brought to our attention in recent months:

WHY CAN A PERSON WORK ONLY ONE QUARTER OF THE YEAR AND DRAW UNEMPLOYMENT BENEFITS THE REST OF THE TIME?

The simple fact is that no one in this situation can qualify for benefit eligibility. To qualify for a minimum weekly benefit amount of \$12 for a duration of 13 weeks, an applicant must have high quarter base period wages of at least \$299 plus \$156 (13 times the weekly benefit amount) in another quarter. To extend the duration to 20 weeks there must be wages of \$100 or more in the third quarter. Wages of \$100 more in the fourth quarter would expand the duration to 26 weeks.

WHO GETS THE MAXIMUM WEEKLY CHECK OF \$97?

An unemployed worker with wages of \$2,509 or more in his high quarter must have at least \$1,261 in the other three quarters with at least \$100 or more of that amount in each of the other quarters outside of his high quarter wages to qualify for the maximum weekly benefit amount. Duration of benefits - 13, 20, or 26 weeks depends upon the number of quarters in which the qualifying amounts were paid. An applicant who earned \$2,509 or more in one quarter with no other insured wages in the other three quarters of the benefit year would be ineligible.

WHY SHOULD A WIFE BE ENTITLED TO BENEFITS WHEN HER HUSBAND IS WORKING?

Unemployment insurance is a matter of right and not of need. It is not a welfare program. Working wives have the same right as the primary breadwinner in the household as long as all the eligibility requirements specified in the law are met. Women hold 40 per cent of the jobs in the industrial sector. Their eligibility for benefits proves their attachment to the insured labor force. Although many of the jobs in which women work are seasonal, this fact is not within their control.

IS A WORKER WHO QUILTS HIS JOB ENTITLED TO UNEMPLOYMENT BENEFITS?

More than 18,100 claims filed during fiscal 1976 were disqualified for various reasons. Of this number, more than half or 9,525, were denied because workers voluntarily quit their jobs. The law applies penalties of not less than two weeks nor more than five weeks depending upon the circumstances in each individual case. This is in addition to and immediately following the waiting period. The claimant's monetary entitlement is reduced by the number of weeks of disqualification.

WHAT ABOUT THOSE WORKERS WHO REFUSE SUITABLE WORK?

This is a question heard many times during the high unemployment of the past two years. Employers who cannot find workers to fill their jobs when there is a substantial labor supply are especially concerned with this issue.

In fiscal 1976, 405 persons were disqualified for unemployment benefits when they refused referral to suitable work. Some appealed their cases through the Employment Security Division's appeal procedure and then to the independent Board of Labor Appeals. In most cases, the Board of Labor Appeals sustained the referee's judgment of disqualification.

HOW DO YOU DEFINE OR DETERMINE WHAT IS SUITABLE WORK?

Everyone seems to have his own definition which he wants fitted to his own personal circumstances. The law, however, which is binding has a singular view - disqualification to continue for the week in which failure to accept suitable employment occurred and for not less than two nor more than five weeks in addition to the waiting week, depending upon the circumstances in each individual case.

The work is not deemed suitable if there is a degree of risk to the worker's health, safety or morals - if there is an unreasonable distance from his place of residence to the work site - if the wages, hours and other conditions of the offered employment are less favorable to the individual than those prevailing for similar work in the locality - if the position offered is vacant due directly to a strike, lockout, or other labor dispute - or, if as a condition of employment, the individual would be required to join a company union or to resign from or refrain from joining any bona fide labor organization.

The criteria of suitability vary somewhat, as do interpretations. Generally, the intent is to be reasonable with regard to the unemployed worker's past vocational and earning experience. This approach carries out one of the basic objectives of unemployment insurance - to help the worker conserve his skills and career progress. Depending upon the needs of the labor market, he is also expected to undertake reasonable efforts on his own to locate suitable employment.

* * *

ON OCTOBER 20, 1976, President Ford signed H.R. 10210 into law as Public Law 94-566, The Unemployment Compensation Amendments of 1976. Major provisions of the bill were outlined in the September newsletter and there were but few changes when the bill became law. All states have to make legislative changes to conform with the federal legislation. Employment Security personnel are now compiling draft legislation for State use in implementing the provisions of the new federal law.

* * *

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 8

March, 1977

THE THRUST FOR MAJOR CHANGES in Montana's Unemployment Insurance Law is embodied in the following legislative bills:

HB 331: (Signed by the Governor - Effective April 1, 1977)

For voluntary leaving employment: A 6 week disqualification with a 6 week reduction in benefits; or until 4 weeks in which there have been earnings equal to the weekly benefit amount along with a 4 week reduction in benefits.

For discharge for misconduct: An 8 week disqualification with an 8 week reduction in benefits; or until 6 weeks in which there have been earnings equal to the weekly benefit amount with a 6 week reduction in benefits.

For refusal of suitable work: Disqualification for the week in which the refusal occurred and thereafter until there has been employment with remuneration equal to or in excess of the weekly benefit amount for 6 separate weeks and a 6 week reduction in benefits, provided there were no disqualifying factors for leaving this last employment.

For pregnancy: Special disqualification provisions are removed in line with federal mandates. Adjudication of individual cases will be based on "able, available, and seeking work" provisions of the law.

Terms of disqualification: Any period of disqualification will continue into a new benefit year where a disqualification has not been satisfied.

HB 420: (Signed by the Governor - Effective July 1, 1977)

Provides a partial benefit payment if a claimant works part-time. Any claimant earning over 1/4th of his weekly benefit amount would qualify for reduced benefit payments. The payments would be reduced by 50 percent over the 1/4th of his originally

established benefit amount. For example, a claimant with a \$68.00 weekly benefit amount earns \$40.00 in a given week. One-fourth of his weekly benefit amount comes to \$17.00. This is subtracted from his \$40.00 weekly earnings leaving \$23.00. Fifty percent of \$23.00 - or \$11.50 - is deducted from his \$68.00 - leaving a benefit check for that week of \$56.50. Add the \$40.00 earnings and total income for the week is \$96.50. Retirement payments, other than Social Security, from base-period employers are considered earnings under this provision.

HB 370: *

Changes the benefit schedule from the set duration of 13, 20, and 26 weeks to a graduated scale of from 12 to 26 weeks with two week intervals between the minimum of 12 weeks and maximum of 26 weeks. This directly links the claimant's duration of benefits to his length of employment and wages in the base period. The benefit duration period lengthens for those workers with greater labor market attachment.

HB 244: *

Increases the taxable wage base from the present \$4,800 to \$6,000 effective January 1, 1978. (Recent erroneous publicity led some employers to believe that the \$6,000 wage base was in effect this year. This is not true - the \$4,800 wage base continues throughout 1977.)

SB 186: (Signed by the Governor - Effective July 1, 1977)

Applies a penalty of \$10.00 for late filing of quarterly reports, even though during a particular quarter, no wages were paid. In addition, there is a penalty of \$10.00 for late payments of contributions or a penalty of 10 percent of the contributions due, whichever is greater. Interest will be assessed at the rate of 1 percent per month, or any fraction thereof.

* * *

*Final action on HB 370 and HB 244 is still pending but approval of both appears favorable.

THE MONTANA ECONOMY is gradually emerging from the depression ridden labor market of the past two years. At the close of 1976, all economic indicators pointed to more job activity in manufacturing and other primary industries. At the same time, there was a gradual decrease in the number of unemployed.

Some of the positive signs which augur well for future employment gains include:

- Production hours in manufacturing industries rose to pre-recession levels by December, 1976 and real spendable earnings were at the highest point since February, 1976.

- Seasonally adjusted job totals in lumber and wood product industries increased to nearly 9,000 workers - a ten percent increase from mid year.

- Average weekly hours in manufacturing rose by nearly 12 percent in the 4th quarter of 1976 compared to the same 1975 period. At the same time, accessions, new hires and the quit rate showed marked improvement.

- The volume of new building starts carried over into 1977 with an 8 percent increase over 1975 levels.

- Industrial job placements by the 23 Job Service offices throughout the state were up 19 percent at the end of 1976.

- Initial claims for unemployment insurance were down by 12 percent from December, 1975 and there were 5,400 less unemployed workers in the state's civilian work force.

The spring work season is now underway creating more weekly job openings in nearly every industrial group. By early May, at least 5,000 persons should leave the unemployment payment rolls as seasonal job expansion accelerates.

Some problems, however, may lie ahead which could upset employment trends in a few industries. The unknown dimensions of electrical energy shortages and drought conditions and their future impact on labor market conditions are questions yet to be answered. In a few areas, restrictions on new hookups for natural gas service could restrain some new building activity or encourage looking to alternative forms of energy.

* * *

JOB SERVICE IS COST EFFECTIVE: The job search assistance provided by Job Service reduces the unemployed time of jobless workers by five to seven days according to a study recently completed by the Interstate Conference of Employment Security Agencies.

According to the 1974 study, acceleration of employment added between \$1.4 and \$2 billion to the Gross National Product that year. In other words, when Job Service can save five days in the placement of workers in jobs, it contributes \$3.14 to the national economy for every dollar it costs to provide the service. When employment is speeded up by seven days, \$4.40 is contributed to the economy for every dollar of cost. So, Job Service boasts a cost effectiveness ratio of three or four to one. Two measurements were used to arrive at the cost effectiveness ratios: (1) The additional income earned by a worker placed on a job faster; and (2) The additional productivity experienced by the employer who was able to have a worker in short time.

Last year Job Service offices of the Employment Security Division placed nearly 47,000 workers in industrial and agricultural jobs. Many employers used our services. Some did not. Since employer taxes support the agency, simple logic suggests using what you pay for. So don't count off your taxes. Count on them. Job Service offices are waiting to help with your employment needs.

* * *

THE WEEK OF MARCH 14 - 18 had special significance for older workers. It was National Employ the Older Worker Week and a time for remembering that capability, not chronological age, is the true measure of a worker's worth. Nearly 6,500 workers age 45 and over were registered with Job Service offices throughout the state in March.

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 9

June 1977

SEX BARRIERS ARE FALLING as women continue their crusade to enter job fields once considered exclusive male territory. In 1976, women comprised 41 percent of the non-agricultural work force in Montana compared with a 37 percent ratio in 1970. Women are now working in smelters and lumber mills, driving trucks and buses, operating heavy equipment, sorting ore, climbing telephone poles, delivering mail and selling automobiles, among other endeavors. Where men accept women on the job as co-workers, especially in blue collar occupations, social adjustment to the changing sex roles in industry is progressing without too many bruises to the male ego. All of the more than 35,000 job descriptions in the U. S. Department of Labor's Dictionary of Occupational Titles have been reviewed for the removal of any sexual connotations.

Under the accumulating pressures of federal compliance agencies and court decisions, employers are increasingly formulating and implementing affirmative action plans. Non-discrimination in employment, through affirmative action, is judged and measured by an employer's statistical results in changing the group composition of the work force. Perhaps to redress past discrimination, the federal government has raised this issue to a primary place in public policy. Statistical evidence, wherever it shows an under-representation of women compared to their availability in the population or work force, makes a prima facie case of discrimination. This forces employers to either justify the disparities or to be subject to legal remedies. Examples include court imposed preferential hiring or quotas, large costs in back pay or possible penalties such as loss of federal contracts. An employer's defense must demonstrate that a shortage exists of qualified female candidates for the under-represented job categories. Job Service offices are especially aware of some of their problems women

face in the labor market and are committed to help them find their proper place in the world of work.

* * *

VETERANS HELPING VETERANS is the idea behind a new effort to reduce unemployment in the veteran population with special emphasis and attention to disabled and Vietnam-era veterans. Seven disabled Vietnam-era veterans are now on Job Service payrolls for this purpose. They are stationed at Job Service offices in Billings, Bozeman, Butte, Great Falls, Helena, Kalispell and Missoula. As paraprofessionals in temporary federally funded jobs, they will seek out eligible disabled veterans who are in need of employment or other services. In addition, they will assist in the development of private sector jobs for disabled veterans. This Disabled Veterans Outreach Program (DVOP) is one of three major national initiatives to help solve veterans unemployment which is disproportionately above the non-veteran group. In addition, a program called HIRE- Help through Industrial Retraining and Employment - hopes to obtain pledges from major business firms to hire as many veterans as possible, with or without federal funds. Finally, a national goal of 35 percent has been set for veteran slots in the Public Service Employment program financed by Comprehensive Employment and Training Act (CETA) funds with emphasis on community service such as health care, education, police and fire protection, sanitation and other services. At the end of May, nearly 7,600 veterans were registered with Job Service offices throughout the state, seeking employment and other services.

* * *

SIX MAJOR CHANGES to Montana's unemployment insurance law take effect this July 1st. These were briefly outlined in the March newsletter. Changes with effective dates of January 1, 1978 include an increase in the taxable wage base from \$4,800 to \$6,000; unemployment insurance coverage for certain agricultural workers whenever the employer pays \$20,000 or more in cash wages to workers in any calendar quarter or employs 10 or more workers in 20 weeks; coverage of domestic service whenever the employing unit has a cash payroll of \$1,000 or more in any quarter during the current

or preceding calendar year; extension of coverage to non-profit elementary and secondary schools who employ 1 or more; and denial of benefits to professional athletes between two successive sport seasons, and to illegal aliens in compliance with Public Law 94-566.

New disqualification provisions on issue claims have been in effect since April 1, 1977.

The full text of all 1977 legislative changes will be incorporated in the new printing of the law. Copies will be available for public distribution upon request in about two months.

\$104 IS THE MAXIMUM weekly unemployment insurance payment effective July 1st this year. It represents 60 percent of the average weekly insured wage of \$173.87 paid in 1976. Not everyone will qualify for this new maximum weekly benefit payment. Eligibles must have high quarter base period wages of at least \$2,691, plus 1½ times this amount (\$403.65) in the other quarters to qualify. Only individuals who file new claims after July 4th this year are eligible, if qualified. The payments are not retroactive - claimants receiving the current maximum of \$97 remain at that amount during the course of their present benefit year.

The minimum weekly benefit amount remains at \$12 and steps upward by \$1 increments to the maximum depending upon high quarter base period wages and qualifying wages in the other three quarters. The average state benefit payment in 1976 was \$67.90.

Weekly benefit durations range from 12 to 26 weeks in two step intervals and are keyed to the ratio of total base period earnings to high quarter base period earnings. A ratio of 1.75 or less qualifies for the minimum duration while 2.96 or more establishes the maximum duration of 26 weeks.

* * *

UNEMPLOYMENT INSURANCE PAYMENTS under state and federal programs totaled \$22,474,278 from January through May of this year - up \$469,051 from the comparable 1976 period.

Payments for the six program groups are shown below with changes from the comparable 1976 months in parentheses:

Regular Programs:

State Unemployment Insurance:	\$15,746,541 (+1,750,791)
Unemployment Compensation for Federal Employees:	1,353,637 (+ 253,873)
Unemployment Compensation for Ex-Servicemen:	644,909 (- 96,618)

Temporary Programs:

Extended Benefit Payments:	2,639,150 (+ 231,322)
Federal Supplemental Benefits:	1,126,029 (- 778,338)
Special Unemployment Assistance:	964,012 (- 891,979)

In addition, a total of \$500,345 Trade Readjustment Act payments were made to metal mining and railroad workers whose unemployment was determined to be caused by increased foreign imports.

* * *

MORE THAN 10,000 PERSONS left the unemployment rolls since the winter claim peak was recorded last February. This not only reflects the highly seasonal nature of the state's economy but illustrates a worker's attachment to the labor market when jobs start developing after the winter downturn. Barring some unknown factors, including the possibility of a strike in the metal mining industry, weekly declines in unemployment claims and payments should continue as job totals build toward a peak in the next three months.

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 10

September 1977

THE STEIGER PROPOSAL . . .

Wisconsin Congressman William A. Steiger is advancing plans to consolidate the Employment Service and the Comprehensive Employment and Training Act (CETA) -- to combine the Wagner-Peyser Act and CETA into one legislative program directed and operated primarily by state and eligible local governments.

Since the Employment Service and CETA are both directly concerned with job placement, Steiger sees the first step as coordinating and melding these two activities into a single program.

Cited as some problems which have restricted Employment Service operations and effectiveness in the past are:

- Through the years Congress and the Executive branch layered new responsibilities on the Employment Service and shifted priorities without properly reviewing or evaluating its primary mission.

- Some enforcement and compliance activities appear to have hampered job development efforts.

- Federal technical assistance, guidelines, reporting requirements and evaluation have often been confusing, burdensome and inflexible.

- The Employment Service has suffered somewhat imagewise. Some employers have expressed a lack of confidence resulting in non-use. Others, mainly the disadvantaged and minorities claim the Employment Service has been insensitive to and ineffective in helping to solve their employment problems.

The Steiger plan would create one supervisory agency at the federal level. It would provide states an opportunity to plan and operate their own systems after completing a state plan and setting up an organizational structure to administer the program. The U. S. Department of Labor would serve as the responsible agency for the proposed new ES/CETA program. At the state level, the chain of authority starts with the Governor with linkages to a State Manpower Council and local prime sponsors.

Funding of the program for a wide array of employment services, already being provided, would be primarily from general revenues. Services rendered to unemployment insurance claimants would be from the federal Unemployment Insurance Trust Fund.

* * *

THE VIEW OF THE NATIONAL JOB SERVICE IMPROVEMENT PROGRAM COMMITTEE (JSIP) acknowledges some of the problems but takes issue with Steiger's vision of the efficacy of ES/CETA as a single vehicle for delivery of manpower services and programs.

With input of employer representatives from 39 states, the National JSIP Committee developed these recommendations:

• ES and CETA should not be combined. Rather, legislative revisions should spell out the responsibilities of each. For the Employment Service, the primary role should be the labor exchange function as mandated in the Wagner-Peyser Act. This includes job placement, securing job orders and working toward a more extensive penetration of the labor market. An intricate part of these functions are such ancillary services as counseling, testing, labor market information, job development and other technical services.

• CETA's primary role should be the development of training programs to upgrade job skills of workers in an area where historical skill shortages exist. CETA should not duplicate any services provided by the Employment Service or provide manpower services to job ready job seekers. Competing employment programs and functions are confusing and disruptive to both employers and job seekers and should be stopped.

• Programs unrelated to the primary purpose of ES and CETA should not be placed

on these agencies by Congress. If for some reason such is necessary, these programs should be supplementally appropriated and staffed.

- To avoid employer alienation, all enforcement and compliance rules should be removed from the Employment Service and the Mandatory Job Listing program should be discontinued.

- Funding from general revenues would be generally acceptable to employers if the employer voice was given absolute protection.

- Among other recommendations were the removal of the political prime sponsor approach, upgrading the professionalism of ES and CETA staffs, selection of state administrators on the basis of experience and qualifications instead of for political considerations, legislatively mandated employer committees at the local, state and national levels, and system evaluation by independent contractors free from bias, mixed loyalties, pressures, etc.

* * *

Fiscal 1977 was a busy year for the Employment Security Division and the 23 local Job Service offices. Major accomplishments are reflected in the following statistics:

- Registered 112,290 jobseekers for employment and/or other services.
- Placed 30,207 individuals in 48,937 total job placements in industrial and agricultural jobs.
- Obtained 50,527 industrial job openings as a result of 33,857 employer visits.
- Enrolled 277 new teachers and administrators for teacher placement services and placed 210 in teaching and administrative positions.
- Provided 49,267 counseling services to aid applicants in vocational choice and job development.
- Provided special services for 35,591 youth, 15,677 older workers and 8,589 handicapped workers.
- Administered 14,737 special tests to determine worker aptitudes and proficiency.
- Placed 570 young men and women in Job Corps Training with over 90 percent placed

in jobs, returned to school or entered military service after training completion.

- Enrolled 3,026 persons in the Work Incentive Program (WIN) to bring total program participants to 5,079. Placed 1,262 WIN enrollees in jobs for a considerable savings of welfare dollars.

- Carried an enrollment of 1,189 persons in the Concentrated Employment Program (CEP) after 982 new additions in FY 1977 in a six county area. Placed 568 in jobs after completion of training.

- Serviced an enrollment of 5,231 persons in the Public Service Employment (PSE) programs with a 44 percent veteran representation. Placed 1,174 in unsubsidized jobs after PSE completion.

- Provided On-the-Job Training (OJT) for 2,192 individuals through employer and/or institutional classroom training resulting in 822 job placements.

- Injected \$42,175,214 into the Montana economy by way of 571,275 unemployment insurance checks under eight separate state and federal programs with the average weekly check in the amount of \$75.81.

- Collected \$24,554,112 in insured employer tax contributions for the State unemployment insurance trust fund.

- Resolved 1,899 claimant and/or employer grievances through the appeal referee process, and 177 through the higher authority Board of Labor Appeals.

* * *

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 11

December, 1977

A RECOMMENDATION FOR CHANGE in the experience rating provision of the law will be made to the 1979 Legislature by the Employment Security Division.

The suggested legislation adopts a reserve ratio system to arrive at employer tax rates. The proposal will include a new rate schedule which will eliminate the present "one rate for all employers." An assessment of financial needs now underway, but not yet completed, indicates that a maximum rate of 4.4 percent will be necessary. Such a rate will allow a reduction in employers' rates, with good experience, to less than 3.1 percent.

What is reserve ratio? Simply -- it is a method of measuring employer's experience by comparing contributions paid during a specific time period with benefits charged to the employer's account for the same period. For example, those employers who have excess benefit charges to contributions paid will be assigned the higher rates.

In order to implement this system as soon as possible, collection of employer experience data is now underway. Benefit charges are being accumulated by employers. This charge is based on wages reported by the employer during the claimant's base period (the first four completed calendar quarters of the last five completed quarters). The charges to the employer account will be a portion of the benefits drawn depending upon the amount of wages reported in the base period. There will, of course, be some non-charges. For example, if a claimant quit a job without good cause and then drew benefits after serving a period of disqualification, the employer will not be charged.

With the accumulation of these benefit charges, it is exceedingly important that employers act promptly upon receipt of notice of claims filed. When the employer's

version conflicts with the claimant's reason for separation or discharge, or other information has a bearing on the issue, it is mandatory that the employer respond within seven days.

This system will more effectively award those employers who maintain a stable work force. In addition with the new partial benefit provision, it will benefit those employers who provide their employees part-time employment since it will result in a reduced benefit charge.

Further information about this system can be obtained by writing or calling the Central Office in Helena. Please contact either Betty Raymond (449-3834) or Harold Kansier (449-2723).

* * * * *

A MAJOR TAX BREAK is available to employers who hire more workers during 1977 or 1978. The Tax Reduction and Simplification Act of 1977 allows employers to claim a substantial Jobs Tax Credit against their Federal income tax liabilities for additional workers they employ in each of those years.

The maximum credit per additional worker is \$2,100. However, since the employer's normal deduction for wages is reduced by the amount of the credit, the actual tax savings can range from \$630 to \$1,806 per worker depending on the company's tax bracket.

This new incentive to employers is a significant part of the Government's drive to hasten recovery of the economy by putting more people to work. To make it easy for employers to take advantage of the credit, the law places no restrictions on the kind of workers hired. The only worker specification in the new law concerns handicapped employees who qualify employers for special credit - IN ADDITION to the credit otherwise available for new hires.

The credit provisions are uncomplicated and permit employers to use existing records. They work like this: You calculate your credit from a base amounting to 102 percent of the wages on which your firm paid Federal Unemployment Insurance (UI) taxes for the previous year (the first \$4,200 of wages for each worker employed during

the year). Thus you can figure your tax credit from the records you now keep to file UI tax returns. To do so, merely subtract last year's base from the wages subject to UI taxes during the current year. The credit amounts to half of the difference.

There are some limitations - a major one is a ceiling of \$100,000 on the credit for one tax year. However, the extra savings on handicapped workers do not count toward the ceiling, and employers can carry unused credits back 3 tax years and forward 7 years. There are also some technical requirements. The Internal Revenue Service can supply guidance on these and other provisions of the new law. Their IRS Publication 902 explains various limitations and other requirements. You can use it in evaluating the benefits of this tax credit to you and your business.

The Employment Security Division is not involved in administering the Jobs Tax Credit program. But as part of its broad responsibility to help workers prepare for and find jobs, it supports a wide array of service that can help employers take full advantage of the credit. It can supply qualified workers to fill additional job openings and may be able to help save on the costs of training them.

* * * * *

358,400 WORKERS WERE ON industrial and farm payrolls when the job peak was recorded in August 1977. This was 22,400 above the 1976 high. Following the employment peak Montana's unemployment rate dropped to the lowest level in five years. The over-the-year job gain coupled with the drop in the jobless rate puts Montana ahead of national trends in economic recovery. Some winter season job declines are now underway in outdoor industries. This winter's unemployment rate, however, should be below the 1976 high of 10.4 percent.

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PARITY FOR WOMEN in the job markets is the aim of a recently formed Women's Policy Committee. Funded by the U. S. Department of Labor and tied to the Montana Department of Labor and Industry's Women's Bureau, the committee will study problems relating to training and employment opportunities for women in both the public and private sectors. It will also provide a continuing review of the state's programs

affecting Montana's working women. In addition, it will serve as a planning body for the refinement and development of programs and legislation that will curb job discrimination and expand employment rights and opportunities for them. The \$25,000 federal contract will run through September 30, 1978. The prototype project, first for any state, will test the effectiveness of a state-level program. Input from Montana women and their organizations is sought, and welcome. Women presently hold 41 percent of the industrial jobs in the state.

* * * * *

A BRIEFING ON 1977 AMENDMENTS to the Montana Unemployment Compensation Law, pending federal legislation which would affect the Employment Security Division and a progress report on the Job Service Improvement Program were major items discussed at a meeting of the ESD Advisory Council last month. The fifteen member council is equally represented by labor, employers and the general public.

* * * * *

Veterans Day has come and gone and on that day of recognition 7,000 veterans of all wars were registered for jobs and other services with Job Service offices. The unemployment rate for Viet Nam era veterans was especially high. If you are an employer with a position opening up, why not give a veteran a chance at a job.

* * * * *



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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 12

March 1978

THERE WAS A MIX of both credits and debits in the labor market picture with the start of the new year. The brighter side reflected a gradual emergence from the effects of the 1975-1976 national depression. Except for the persistent uncertainty in agriculture, mainly low farm prices, and declining job trends in the metal mining industry, the job picture looked better in most other industry groups.

Total employment averaged 330,000 in 1977, up 16,300 from 1976. The over-the-year gain was most forceful in the industrial sector with 15,000 worker additions. At the same time, agricultural employment was up by 1,300. The unemployment rate fell from an average of 7.7 in 1976 to 6.1 in 1977. The latter rate was nearly 1 percent below the 1977 national average. Reflecting the seasonality of employment in Montana, there was a spread of 64,100 jobs between the August high of 361,000 and the January low of 296,900.

With over \$39.5 million in state and federal jobless benefits paid during 1977, high unemployment was still a worrisome statistic despite improved labor market conditions. Although the dollar volume of payments was down in all federal programs, payments under the state program were up nearly \$2.4 million from 1976. The following table shows payment totals in the various programs and the change between 1976 and 1977:

Unemployment Insurance Payments

	<u>1977</u>	<u>1976</u>	<u>Change</u>
State	\$28,637,087	\$26,260,735	+\$2,376,352
Regular Federal**	3,125,819	3,243,649	- 117,830
Temporary Federal Emergency Programs	7,752,277	11,284,354	- 3,532,077
TOTALS:	\$39,515,183	\$40,788,738	-\$1,273,555

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In addition, a total of \$686,127 was paid under the Trade Act of 1974. These payments went mainly to idled Butte miners whose unemployment was determined to be the result of increased imports.

* * * * *

AN ADVANCE OF \$1.2 MILLION was requested from the Federal Unemployment Account in March to meet unemployment insurance payments at the close of the long hard winter. Coupled with the \$9,284,089 borrowed during the 1976 depression, Montana's total indebtedness to the Federal Fund is \$10,484,089. With the spring job upturn now underway, the \$6,000 wage base in effect since the first of the year and first quarter contributions due by April 30th, the state trust fund should now start the climb to recovery.

* * * * *

MORE THAN 10 PERCENT of unemployment insurance payments made from July 1, 1977 through January, 1978, were in the partial payment category. There were nearly 27,500 such payments during this period. A 1977 legislative amendment to the law permits unemployment insurance payments to part-time workers. The earnings allowance in the partial-benefits formula gives an effective incentive to work by allowing total income (partial benefits plus earnings) to increase gradually as the claimants part-time earnings increase. All states have some version of the partial benefit payment in their laws. This provision benefits both employers and workers. Employers can hire, or retain, part-time workers and workers supplement their income while waiting for full-time jobs. A handbook explaining this provision will soon be available from the state office, local Job Service offices and field representatives.

* * * * *

1-800-332-6143 is a toll-free number that employers within the state can use to get quick answers to unemployment tax problems and related unemployment insurance matters. Should you receive a letter or notice which is not clear or understood, call this number for prompt action. To date, most of the employer questions on this line have been on these matters:

- The tax rate.
- Completion of the Federal Form 940.
- Requesting the UI-5 reporting form, or an error that was made on a submitted form.
- "Excess" wages on which no tax is due.
- Penalty and interest, or statements of taxes due.
- Questions about subjectivity provisions, part-time help, contract labor, domestic help, commission sales, officers' salaries and agricultural employees.

You may have some questions of your own - if you do, please do not hesitate to call the toll free number. This number should not be used to give information on claims filed by former employees. This information should be provided to the local Job Service office where the claim was filed.

* * * * *

MONTANA'S RECORD OF ACHIEVEMENT in two employment and training programs has gained national recognition. In recent communications to Governor Judge, national and regional manpower officials cited Montana for its high level of performance in the placement of veterans in public service jobs (PSE) programs and increased training and placement activity under the Work Incentive Program (WIN).

When the expanded public service jobs program was announced early in 1977, a national goal of 35 percent placement of veterans was set. The PSE programs are operated under Titles II and VI of the Comprehensive Employment and Training Act (CETA). Montana reached a 43.6 percent veteran placement under Title II and 38.8 percent under Title VI as of December 1, 1977. At year's end, there were nearly 1,300 PSE Title II and Title VI enrollees.

The WIN program contributed more than \$5 million to the Montana economy in fiscal 1977 as individuals moved from welfare rolls to payrolls. WIN job placements of 1,102 were up 12 percent (or 118) from fiscal 1976. At the end of 1977, nearly 2,200 Aid to Families with Dependent Children welfare recipients were in the WIN program. To open up more jobs for these workers, federal tax laws permit employers to claim federal income tax credits amounting to 20 percent of the cash wages paid to these workers for up to 12 months of employment.

ARBITER PLANT WORKERS at Anaconda have been certified as eligible to apply for trade adjustment assistance by the U. S. Department of Labor. That Department's investigation of a petition filed on behalf of workers who process refined copper and wire bar at the plant showed that increased imports contributed substantially to their lack of work.

As a result of two other petitions filed last January, investigations are underway to determine eligibility for such assistance for these additional workers:

- Employees producing copper rods at the Rod Rolling Mill in Great Falls; and
- Employees of the O'Keefe Drilling Co., Inc., in Butte involved in exploratory and leach drilling for the Anaconda Company.

Employment in metal mining and copper smelting has declined appreciably since 1975. Mining jobs were down 23.9 percent between 1975-76 and 17.1 percent between 1976-77. Smelting jobs were down 5.5 percent between 1975-76 and 10.7 percent between 1976-77.

* * * * *

TWO OF THREE temporary unemployment benefit programs, federally mandated during the 1975-76 depression, have ended. This leaves only the Special Unemployment Assistance (SUA) still active but it will terminate on June 30th.

* * * * *

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June 1978

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 13

June 1978

FIRST QUARTER ECONOMIC HIGHLIGHTS and present job trends indicate that the state's economy is regaining the vigor it displayed prior to the recent national recession. Employment is up, unemployment down, and real spendable earnings for the first 3 months of the year is the highest ever achieved in recent years. The final job figures for May show an increase of 21,000 over last year. This May's unemployment rate of 5.4 percent compares with 6.1 percent a year ago. Unemployment payments are down by more than 9,000 from the winter peak. Other good signs which augur well for the balance of the work season include a good volume of construction, improvement of average weekly hours in manufacturing, and increased job placements in nearly every major industrial group. Too, job opportunities for young people look better this year with many young workers now relieving worker shortages in trade, service and agriculture. Others are working in federally funded conservation and community service projects. There are a few areas of concern -- the lengthy Northwest Airlines strike, a rash of small labor disputes involving hospital and manufacturing workers, and a copper mining and smelting picture still clouded.

* * * * *

HIRE II, an arm of the original Help Through Industry Retraining & Employment (HIRE) is now underway in Montana. Its purpose is to establish first priority on-the-job training for jobless disabled and Viet-Nam era veterans. HIRE II is expressly tailored for the small states and small employers and is under state administration. The original HIRE concept dealt with large employers and corporations and was under national direction. HIRE II will reimburse employers for the extraordinary costs while training eligible individuals. Others, besides the veterans, may be eligible for participation under

certain circumstances. Interested employers can get full details of the HIRE II program from any Job Service office.

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THE NEXT MEETING of the State Advisory Council to this agency will consider recommendations for legislative changes to improve the condition of the unemployment insurance trust fund. Major areas of discussion will include:

- Changes in experience rating provisions which would assess lower tax contribution rates to those employers who maintain stable payrolls - and higher rates for those with excessive labor turnover - effective January 1, 1980.

- An increase in the taxable wage base from the present \$6,000 - to be effective January 1, 1979.

* * * * *

MONTANA'S LOAN of \$10.5 million from the federal unemployment account is still outstanding. After the collection of employer contributions for the first quarter of this year, the trust fund balance stays near the \$8 million mark, including the federal advance. A borrowing state is subject to increased federal unemployment taxes on employers' 1979 payrolls to reduce or repay the outstanding loans as required by Section 3302(c)(2) of the Internal Revenue Code of 1954 -- UNLESS a deferral is approved and actions taken which lead to the replenishment of the trust fund and repayment of the advances within a reasonable time. Montana has taken these actions, thus avoiding a 3/10th's of one percent increase in the FUTA tax.

* * * * *

ABOUT \$300,000 in delinquent taxes is receiving special collection attention from state office staff and out-stationed field representatives. A good thing to remember is that a \$10 penalty is assessed for late filing of quarterly reports, even though no wages were paid during a particular quarter. In addition, there is a penalty of \$10 for late payment of contributions, or a penalty of ten percent of the contributions due, whichever is greater. Interest of one percent per month, or any fraction thereof, is applied on past due contributions.

* * * * *

\$113 IS THE MAXIMUM weekly unemployment insurance payment effective July 1st this year. It represents 60 percent of the average weekly insured wage of \$187.68 paid in 1977. Reflecting the increase in the average weekly wage, the new maximum benefit is up \$9 from last year. Not everyone will qualify for this new maximum benefit. Those eligible must have insured base period wages of \$4,387.50 of which \$2,925.00 or more is in the high quarter. Only unemployed workers who file new claims after July 2nd are eligible, if otherwise qualified. Claimants receiving the previous maximum of \$104 weekly, based on claims filed earlier, remain at that amount during the course of their established benefit year. Thirty-six states have the flexible maximum benefit provisions in their laws, with 11 states computing the maximum benefit as 66 2/3rd's of the average weekly wage in covered employment.

The minimum weekly benefit remains at \$12 and moves upward by \$1 increments depending upon wage qualifications. Weekly benefit durations range from 12 to 26 weeks keyed to the ratio of total base period earnings to high quarter base period earnings. A 1.75 ratio or less qualifies for the minimum duration while 2.96 or more establishes the maximum of 26 weeks.

* * * * *

ALL OF THE FEDERALLY MANDATED BENEFIT programs initiated to counter the effects of the recent recession are now terminated. The Extended Benefit Program, Federal Supplemental Benefits and Special Unemployment Assistance paid out over \$19 million in 1976 and 1977 to those unemployed workers who either exhausted their regular benefits or had no rights under the regular programs.

* * * * *

LINGERING EFFECTS of the recession kept unemployment payments under the regular programs at abnormally high levels throughout 1977. Payments charged to the state trust fund totaled over \$28.6 million, up nearly \$2.4 million from 1976. At the same time, federal payments to unemployed federal civilian workers were up over \$200,000 while payments to unemployed ex-servicemen declined by \$326,000. All payments, state and federal, added up to \$39.5 million in 1977, down nearly \$1.3 million from 1976.

* * * * *

COPPER MINERS, RAILROAD AND SMELTER WORKERS certified as unemployed because of the adverse effects of increased imports are receiving trade readjustment allowances under the Trade Act of 1974. At present, there are about 200 recipients. Five other petitions for such assistance are pending and involve workers in mining and smelting at Great Falls, Butte and East Helena.

* * * * *

PRESIDENTIAL AND GUBERNATORIAL PROCLAMATIONS declared seven southeastern Montana counties as disaster areas after recent floods there. This opened the way for workers and self-employed persons idled by these circumstances to apply for Disaster Unemployment Assistance (DUA). Payments are made by the Employment Security Division under agreement with the Secretary of Labor. Funds for both assistance payments and administrative costs are provided by the Federal Disaster Administration to the Secretary of Labor who, in turn, makes them available to the state.

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SALARIES OF UP TO \$50,000 annually are offered on some of the professional jobs listed with local Job Service offices. Shortages of qualified applicants are most evident in the medical profession and various engineering classifications.

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 14

September 1978

A "REWRITE" OF WAGNER-PEYSER ACT is among legislation under consideration by Congress which could impact on the Employment Security system, affecting both workers and employers. Recommended changes run from complete repeal of the Act to numerous changes via specific amendments. Some of the concerns and suggestions of the employer community on this subject have been expressed to congressional leaders and committees by the National Employers' Job Service Improvement Committee. In brief:

- The employer community does not see a compelling need for a rewrite of the Wagner-Peyser Act. This Act has served as an effective and flexible charter for the Public Employment Service for over 40 years. Over the years, the Employment Service has suffered from the assumption of the administration of numerous (and often unrelated) mandates, executive orders and court decisions without any appropriate recognition of the human resources need to effectively bear the burden of increasing workloads.

- The problem is not the Wagner-Peyser Act but rather a lack of understanding and appreciation of the efficacy of Employment Service functions despite a continual change in mandated priorities.

- The enforcement and compliance role mandated to the Employment Service should be removed. It is not related to the true purpose of the Employment Service and promotes an unjustifiable reluctance among some employers to use its services.

- Provide funding to adequately staff the Employment Service so that all functions mandated to it over and above the basic labor exchange function can be carried out. Employment Service staff should not be diverted to unemployment insurance or other functions. Each must stand on its own with staffing provided to meet fluctuating short-term and long-term needs.

·The Employment Service and the Comprehensive Employment and Training Act should not be combined into a single piece of legislation. The Employment Service should retain its labor exchange role with CETA having the responsibility for making the unemployed job ready. Only in this way duplication will be avoided and the employer community remain meaningfully involved.

·The Employers' National Job Service Committee represents 12,000 employers in 49 states, including Montana, and is chaired by G. Q. Miller, Vice-President of Labor and Industrial relations for the Sharon Steel Corporation of Pennsylvania.

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TESTIMONIAL ADS from three large national employers, General Motors, the J. C. Penney Company and Volkswagon Manufacturing Corporation of America, supportive of employment service and unemployment insurance programs are currently appearing in Business Week, the Wall Street Journal and the Washington Post.

* * * * *

FISCAL 1978 WORK ACCOMPLISHMENTS of the Employment Security Division in areas of employment, unemployment insurance, training programs and special services are listed below:

- Registered 111,415 jobseekers for employment and/or other services.
- Placed 35,095 individuals in 56,296 total job placements in industrial and agricultural jobs, up 12 percent from Fiscal 1977.
- Obtained 61,225 industrial job openings as a result of 35,156 employer visits.
- Enrolled 180 new teachers and administrators for teacher placement services and placed 135 in teaching and administrative positions.
- Provided 49,508 counseling services to aid applicants in vocational choice and job development.
- Provided special services for 38,395 youth, 11,569 older workers and 9,475 handicapped workers.
- Administered 16,819 special tests to determine worker aptitudes and proficiency.
- Placed 564 young men and women in Job Corps Training with over 90 percent placed in jobs, returned to school or entered military service after training completion.
- Processed 63 employer applications for importation of alien workers, with 34

approvals and 29 denials.

- Enrolled 3,130 persons in the Work Incentive Program (WIN) to raise the number of total program participants to 5,481. Placed 1,374 WIN enrollees in jobs for a considerable savings of welfare dollars.
- Attained an enrollment of 1,191 persons in the Concentrated Employment Program (CEP) after 970 new additions in FY 1978 in a six county area. Placed 572 in jobs after completion of training.
- Achieved an enrollment level of 4,230 persons in the Public Service Employment (PSE) programs with a 38 percent veteran representation. Placed 1,362 in unsubsidized jobs after PSE completion.
- Provided On-the-Job Training (OJT) for 691 individuals through contracts with private employers, resulting in 548 job placements. Institutional classroom training had 2,312 enrollees with 565 job placements. Adult work experience had 707 participants with 203 job placements.
- Injected \$34,781,983 into the Montana economy by way of 457,756 unemployment insurance checks under state and federal programs with the average weekly check in the amount of \$75.98.
- Collected \$29,815,929 in insured employer tax contributions, excluding reimbursable payments, for the state unemployment insurance trust fund.
- Resolved 1,431 claimant and/or employer grievances through the appeal referee process, and 163 through the higher authority Board of Labor Appeals.

* * * * *

WITH 371,000 WORKERS on August payrolls, employment reached a peak for this year according to the preliminary employment forecasts. This was up 20,900 from August, 1977 and 32,500 higher than August, 1976. The over-the-year gain was most forceful in the industrial sector with an increase of 23,700 workers. At the same time, agricultural jobs fell by 2,800, leaving a net gain of 20,900 for the overall job picture. Several thousand new jobs are in the offing with the start of the sugar beet, potato and Christmas tree harvests. Job levels in other outdoor industries including construction, logging and the oil fields should remain high for as long as good weather prevails.

* * * * *

THE FINAL TALLY of unemployment insurance payments charged to the state fund should be at the \$29 - \$30 million mark at years end. Payments through August this year totaled over \$21.5 million. The highest payment total of over \$2.4 million went

to Yellowstone County. Payments of nearly \$2 million each went to claimants in Cascade, Missoula and Silver Bow counties. Flathead County recipients were paid \$1.6 million. Petroleum County claimants received the least amount of \$3,763. Despite substantial improvement in the job picture this year, the 1978 payment total will show little change from 1977.

* * * * *

CONGRATULATIONS are in order for Ms. Janet Gallagher, Manager of the Butte Job Service office, who begins her 46th year in the service of the Employment Security Division. Her career began in November, 1933, as a stenographer, progressed through various interviewer and assistant manager positions to appointment as Manager in July, 1976. Her tenure, the longest in the state and the nation, was formally acknowledged at the annual meeting of the Interstate Conference of Employment Security Agencies last month.

* * * * *

SUGGESTED CHANGES in Montana's unemployment insurance law will be heard when the State Advisory Council to the Employment Security Division meets on October 10th. The fifteen member council is equally represented by employers, labor and the general public. Details of the proposed changes to be submitted for consideration by the 1979 Legislature will appear in the December issue of this newsletter.

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 15

December 1978

STRENGTHENING THE UNEMPLOYMENT INSURANCE SYSTEM with the ultimate goal of adequate fund reserves will be among proposals for consideration by the 1979 Legislature. Among the priorities: 1) Pay back the \$10.5 million owed to the federal government; 2) Collect sufficient revenues to pay current benefit levels; and 3) Establish an adequate trust fund strong enough to withstand high cost benefit payment years.

To achieve these objectives, the major proposals for change will be in these areas:

- A change in the tax structure which includes an increase in the maximum rate to 4.4 percent. (At present, 20 states have a maximum tax rate of 4.4 percent or more.)
- A different method of assigning tax rates by evaluating the employer's actual experience (reserve ratio experience rating tax system).
- An increase in the taxable wage base from the present \$6,000 to a flexible base of 100 percent of the average annual wage of two years ago.

The proposed reserve ratio formula, now used in 32 states, calculates each employer's benefit cost. In turn, it assigns higher rates to those employers with high labor turnover, and lower rates to those with more stable employment records. Under the present system, some industries are highly subsidized in view of the fact that everyone now pays at the same 3.1 percent tax rate regardless of the stability of their payrolls.

Reserve ratio is essentially cost accounting. Each employer's record contains the amount of his payroll, his tax contributions, and the benefits paid to his workers. The benefits are subtracted from the contributions, and the resulting balance is divided by the payroll to determine the size of the balance in terms of the potential liability for benefits inherent in wage payments. The balance carried

forward each year under the reserve-ratio plan is ordinarily the difference between the employer's total contributions and the total benefits received by his workers since the law became effective.

There will be 10 rate schedules under reserve ratio with 14 rate classes, including the unrated employer, per schedule. All employers will be taxed under one schedule but in various rate classes depending upon each employer's benefit charges. The schedule under which employers are taxed will be determined and set annually.

The objective is to move to lower rates as soon as possible. The time for this accomplishment can be shortened by installation of the reserve ratio system and using 100 percent of the average annual wage as the taxable wage base.

Effective January 1, 1979 and thereafter it is proposed that the taxable wage base for each year shall be the average annual wage, as determined by law, of workers covered under Montana unemployment compensation provisions during the calendar year immediately preceding the most recently completed calendar year, or the amount of the taxable wage base specified in the Federal Unemployment Tax Act, whichever is higher. Thus, the 1977 average annual insured wages of \$9,800 would be the taxable wage base for 1979.

The best available statistical projections indicate that this flexible wage base plan could establish a trust fund balance, after repayment of the federal loan, of \$75 million by the end of 1982. Eight million dollars of this total would be accumulated interest paid on the trust fund by the U. S. Treasury. At the same time, average tax rates should be on the decline starting in 1981 with a projected average rate of 2.5 percent in 1982.

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IN BRIEF, OTHER PROPOSALS WILL:

- Require requalifying wages and deny benefits for retired persons receiving a government or other pension, retirement pay, annuity or any other similar periodic payment until services have been performed from the date of retirement, other than self employment, for which remuneration is received equal to or in excess of 13 times the weekly benefit amount.

.Define methods for the collection of overpayments and authorize the Employment Security Administrator to waive collections in certain instances.

.Clarify the method for charging interest on past due contributions.

* * * * *

UNEMPLOYMENT BENEFITS could be taxed for the calendar year beginning January 1, 1979, and thereafter according to provisions of newly enacted income tax legislation under the Income Tax Amendments of 1978. The Internal Revenue Service is responsible for interpreting and applying the provisions of the new legislation.

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EMPLOYERS HAVING QUESTIONS on UI tax matters are encouraged to contact the nearest UI Field Representative for information and assistance.

<u>Field Representative</u>	<u>Address</u>	<u>Telephone No.</u>
Billings: Ted Distad	624 N. 24th Street	248-7371
Norbert Frigge & Mel Stewart	445 S. 24th Street W.	652-2920
Butte: Cal Coty	206 W. Granite	792-0417
Great Falls: Art Koenen & Walt Sullivan	513 First Avenue South	761-1730
Havre: Bill Lankford	416 First Street	265-4366
Helena: George Eldrich	529 N. Warren	449-3091
Kalispell: S. Dean Smith	427 First Avenue East	755-5071
Missoula: Jim Johnson & Robert Kinton	539 South 3rd Street West	728-7060

* * * * *

RANKING 10TH IN PERFORMANCE among the nation's 52 Employment Security agencies in placing individuals in unsubsidized jobs in fiscal year 1978 prompted a congratulatory telegram to Governor Judge from the U.S. Department of Labor. It read in part: "This exceptionally high level of service reflects the dedication of Fred Barrett (executive director) and his entire staff to provide the best possible service to Montana citizens. The agency placed 191 individuals per employee. Its year long total was 34,055 and 88 percent of those were in unsubsidized jobs." In addition, Montana was recently cited for its prompt payment of unemployment benefits. First payments were made within 14 days for an 87 percent average. The national criterion

was 80 percent and the regional average 83 percent, putting Montana first in the six states Labor Department Region.

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JOB SERVICE OF MONTANA can help employers in non-discriminatory recruitment of workers, has current labor market information available and can advise employers on the available publicly sponsored job training programs, including government financed on-the-job training. Statistical information on Montana's civilian labor force, employment and unemployment by race and ethnic groups is contained in the publication: "Labor Market Information for Affirmative Action Programs in Montana 1977-1978." Interested employers may request a copy by contacting any Job Service office.

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ARE YOU LEGALLY ENTITLED TO THIS CHECK? heads the contents of a card being inserted with unemployment insurance checks. It reminds claimants of eligibility requirements for benefit payments and that fines, prison sentences, or both, could be imposed for fraudulent claims. It advises claimants who have any doubts or questions about entitlement to contact Job Service offices. Where used in other states, a noticeable drop in overpayments and fraud occurred.

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Vol. II, No. 16
June 1979



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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 16

June 1979

Recognizing the need for strengthening the Unemployment Insurance System, the 1979 Legislature passed a number of bills which affect both workers and employers.

The two major unemployment insurance bills passed during the 46th Legislative session were House Bill 190, and House Bill 766.

Effective July 1, 1979, House Bill 766 provides for a flexible minimum weekly benefit amount of 15% of the average weekly wage replacing the flat \$12 amount on the current benefit schedule.

This bill establishes stringent requalifying provisions for claimants who have left work without good cause or were discharged due to misconduct. Any claimant who has quit without good cause will be denied benefits until he has worked for an employer and earned an amount of money equal to or in excess of six (6) times his weekly benefit amount. This same provision applies to claimants discharged for misconduct except they must earn an amount equal to or in excess of eight (8) times their weekly benefit amount.

In addition, unemployment insurance claimants will be required, after 13 weeks of unemployment, to accept work which pays wages equal to 75% of the prevailing wage in their area for their customary occupation if it is offered.

House Bill 766 also revises the method of computing qualifying wages for unemployment benefits. Effective July 1, 1980, a claimant is required to have a minimum of 20 weeks of work averaging \$50 per week with total base period wages of \$1,000 or more. Because this method uses the number of weeks of work in computation, beginning with the second quarter of 1979, employers will be required to report their employees' number of weeks worked on their Quarterly Wage Report.

House Bill 190 is retroactive to January 1, 1979. This bill establishes a taxable wage base of \$7,400 (from \$6,000 in 1978) and provides for an automatic \$200 increase in the base annually. Also retroactive to January 1, 1979, tax rates ranging from 1.9% to 4.4% will be assigned to employers in classes 1 through 14 under the present payroll decline system. Beginning January 1, 1980, the reserve ratio experience rating system will be introduced. The reserve ratio system is based on the amount of benefits drawn by former employees and charged to the appropriate employers' account; the reserve ratio assigns rates to employers determined by employee turnover that result in claims for unemployment insurance benefits. There are ten (10) rate schedules with a schedule assigned each year based on the ratio of the December 31 trust fund balance to total annual wages. The higher the ratio, the lower the applicable rate schedule (and the tax rates for the rate classes within that schedule). In order to guarantee that sufficient funds are collected to maintain existing benefit costs, the ratio will be recomputed each year using the April 1 trust fund balance. If this ratio results in an increase of .4% or more (which means a significant drop in the trust fund balance from the previous December 31) all employer rates will increase by .2% for the last six (6) months of the year. .

Although these two bills will have the most significant impact on Montana's unemployment insurance system, there were other bills which deserve brief mention.

House Bill 146 changed the titles of the unemployment laws and corresponding agency from Unemployment Compensation to Unemployment Insurance. This follows the national trend emphasizing the Insurance aspect of the program, and will also alleviate confusion with Workers Compensation.

House Bill 159 excluded from the definition of employment, and thereby from Unemployment Insurance Coverage, any casual labor of less than \$50 per quarter performed outside of an employer's regular business by an individual not regularly employed by that employer.

* * * * *

As of April 30, 1979, there were 24,317 individuals registered at Job Service Offices. This number reflects eager, qualified, educated and trained individuals who can be referred to an employer within hours.

* * * * *

During the first seven months of the current fiscal year, (October 1, 1978 - April 30, 1979) Job Service filled 30,637 jobs listed by Montana Employers.

* * * * *

EMPLOYERS HAVING QUESTIONS on UI tax matters are encouraged to contact the nearest UI Field Representative for information and assistance.

FIELD REPRESENTATIVE	ADDRESS	TELEPHONE NO.
Billings: Mel Stewart Ted Distad & Diane Bianchi	624 North 24th Street 445 South 24th Street West	248-7371
Butte: Cal Coty	206 West Granite	792-0417
Great Falls: Art Koenen & Walt Sullivan	513 First Avenue South Box 1508	761-1730
Havre: Bill Lankford	416 First Street	265-4366
Helena: George Eldrich	529 North Warren	449-3091
Kalispell: S. Dean Smith	427 First Avenue East	755-5071
Missoula: Jim Johnson & Robert Kinton	539 South Third Street West	728-7060

* * * * *

In Montana, the average weekly salary for total private non-farm wage and salary jobs was \$212.53, showing an increase of 12% over the \$189.38 recorded for 1977.

Real spendable wages, that is wages adjusted for inflation and tax increase, show a decline in the actual income an individual receives despite the jump in gross wages. The December 1978 real spendable calculation is \$89.87 down considerably from \$95.44 recorded a year earlier.

* * * * *

The Job Service Improvement Program (JSIP), is an effort to obtain feedback from the employer community on how we can better serve that community. JSIP is a nationwide thrust of communications exchange between employers and local Job Service Office Staff. Each shares constructive input on the various services offered by the Montana Job Service, including what each wants, what each expects, just what are the problem areas and how to solve them. To find out more about JSIP contact your nearest Job Service Office.

* * * * *

Private Employers who hire eligible job seekers may receive up to \$4,500 in income tax write-offs over two year, under the new Federal Targeted Jobs Tax Credit Program (TJTC). The purpose of the credits is to open up opportunities for people who have particular difficulty finding jobs.

The targeted credit is based on wages earned between January 1, 1979 and December 31, 1980. The workers must have been hired after September 26, 1978.

* * * * *

The credit is equal to 50 percent of the first year wages up to \$6,000 and 25 percent of the second year wages up to \$6,000. The maximum allowable credit for the first year is \$3,000, and \$1,500 for the second year.

Over 2,000 Vietnam Veterans maintain constant contact with the Job Service Offices



throughout the State in hopes of finding a

Job. These Vietnam Veterans join over

4,000 Veterans who are a part of Montana's

unemployment statistics. Over 6,000 Veterans

who served the nation in times of need now

need the nation's employers to help them become

part of a working America. We encourage employers to contact the local Job Service Office with their employment needs.

* * * * *

EMPLOYMENT SECURITY DIVISION
DEPARTMENT OF LABOR AND INDUSTRY
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HELENA, MONTANA 59601

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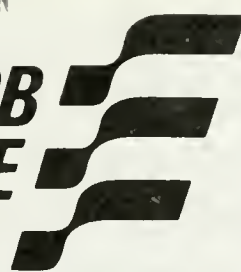
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**JOB
SERVICE**



PEOPLE FOR JOBS



Employment Security Division



Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 17

September 1979

In our continuing efforts to serve the employers in our state, we offer the following information in hopes that it will serve the needs of employers and job seekers alike.



TARGETED JOBS TAX CREDIT

Employers will want to become thoroughly familiar with the tax advantage that can be gained by hiring certain individuals specified in the Targeted Jobs Tax Credit

(T.J.T.C.) Program.



Targeted Jobs Tax Credit is a two-year program (1979 and 1980) by which employers can reduce their federal income tax while helping certain targeted workers obtain employment. All private employers engaged in trade or business are eligible for the Targeted Jobs Tax Credit. This credit applies to wages paid between January 1, 1979 and December 30, 1980 to certified (T.J.T.C.) employees hired after September 26, 1978. The credit is based on 50% of the first \$6,000 in wages per T.J.T.C. worker in the first year and 25% of such wages in the second year. The actual tax savings in the first year can range from \$900 to \$2,580 per T.J.T.C. worker, depending on the employers tax bracket.

* * * * *

T.J.T.C. has been designed in ways to minimize red tape, only a simple certification of the person hired qualifies the employer to receive the credit.



**Targeted
Jobs
Tax
Credit**

Similarly, employers who think any workers they have hired after September 26, 1978 may qualify them for credit can consult the Job Service about getting their employees certified.

Job Service is ready to refer T.J.T.C. eligible job seekers to employers who have job openings. Employers seeking further information on T.J.T.C. are invited to contact their local Job Service Office or call toll free 1-800-332-6145.

* * * * *

During the last three months, Montana Job Service Offices have been able to assist employers by providing capable and qualified applicants to meet the demand and fill nearly 20 thousand job openings.

* * * * *

Currently Montana Job Service Offices have on file over 26 thousand skilled applicants registered for and seeking employment.

Unemployment Insurance Benefits

A comparison of the first six months of 1978 and the same period for 1979 reveals an increase in the number of claims for unemployment insurance benefit payments.

The number of payments increased by 12,633 for a dollar increase of \$2,192,333.

During the first six months of 1978, there were 225,027 checks issued for a total expenditure of \$17,967,119, at an average weekly benefit amount of \$85.40.

During the first six months of 1979, 237,660 checks were issued for a total of \$20,159,452, with the average weekly benefit amount of \$88.72.

* * * * *

Real Spendable Earnings for Montanans working in private non-farm wage and salary jobs registered a new high for 1979. A tremendous 5.1% increase in weekly earnings brought about the improvement in the real spendable earnings. The average weekly earnings offset by inflation and increased taxes resulted in a 3.0% increase in real spendable earnings.

	<u>June 1979</u>	<u>May 1979</u>	<u>June 1978</u>
Gross Average Weekly Earnings	\$236.99	\$225.42	\$216.58
Taxes Withheld	37.96	34.54	34.92
Spendable Earnings	199.02	190.88	181.66
Adjustment for Price Changes Since 1967	107.27	101.80	93.03
Real Spendable Earnings	91.75	89.08	88.63

Preliminary reports indicate that the increase of weekly earnings is leveling off and projected inflation during the next few months is anticipated to cause a moderate decline in real spendable earnings.

* * * * *

Currently an unprecedented 388.8 thousand workers have found employment in Montana with 342.8 thousand employed in non-agricultural jobs and 46 thousand working in agricultural jobs. Statistical data for August reveals that of 405.5 thousand individuals in the Montana civilian labor force only 16.7 thousand are unemployed for an unemployment rate of 4.1%.

* * * * *

A comparison of average hours and wages in Montana reveal increases in the number of hours worked and wages earned during the last twelve months.

<u>Average Weekly Earnings</u>			<u>Average Weekly Hours</u>			<u>Average Hourly Earnings</u>		
July 1979	June 1979	July 1978	July 1979	June 1979	July 1978	July 1979	June 1979	July 1978
233.74	236.99	217.49	37.7	36.8	36.8	6.20	6.44	5.91

* * * * *

The Montana State Employment Security Division maintains 24 local Job Service Offices in the principal cities of Montana. You are invited to call on any of these offices for assistance in filling positions in your organization, labor market information, and for other services in connection with your employment needs.

In the last three months, employment activities normally associated with tourism has had less than seasonal employment gains. A 20% state-wide drop in tourism resulted in reduced hiring by the trade sector normally gearing up for summer tourism. Last year an increase of 1600 tourist related jobs were filled while this year an increase of only 500 were noted.

* * * * *

Could a person in a wheelchair get into your place of business, wheelchairs don't fly. A step can be like a locked door.



* * * * *

Mr. Employer, are you aware that qualified handicapped people could be some of your best employees? It's true. Studies have shown that their productive rates, attendance, and safety records are as good -- or better -- than their able bodied co-workers.

October 7-13 is National EMPLOY THE HANDICAPPED WEEK



Do yourself a favor. Call your local Job Service Office and find out about hiring a qualified disabled person.

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DEPARTMENT OF LABOR AND INDUSTRY
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December 1979

JOBS FOR PEOPLE



PEOPLE FOR JOBS



Employment Security Division



Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 18

December 1979

ONE CENT (1¢) PER HOUR

After inflation and taxation, real spendable earnings, the real purchasing power of the average wage earner in Montana has risen from \$85.56 to \$89.46 in ten years. That is a 4.6 percent increase over the period of a decade and averages out to a (1¢) one cent per hour increase for each of the last ten years.

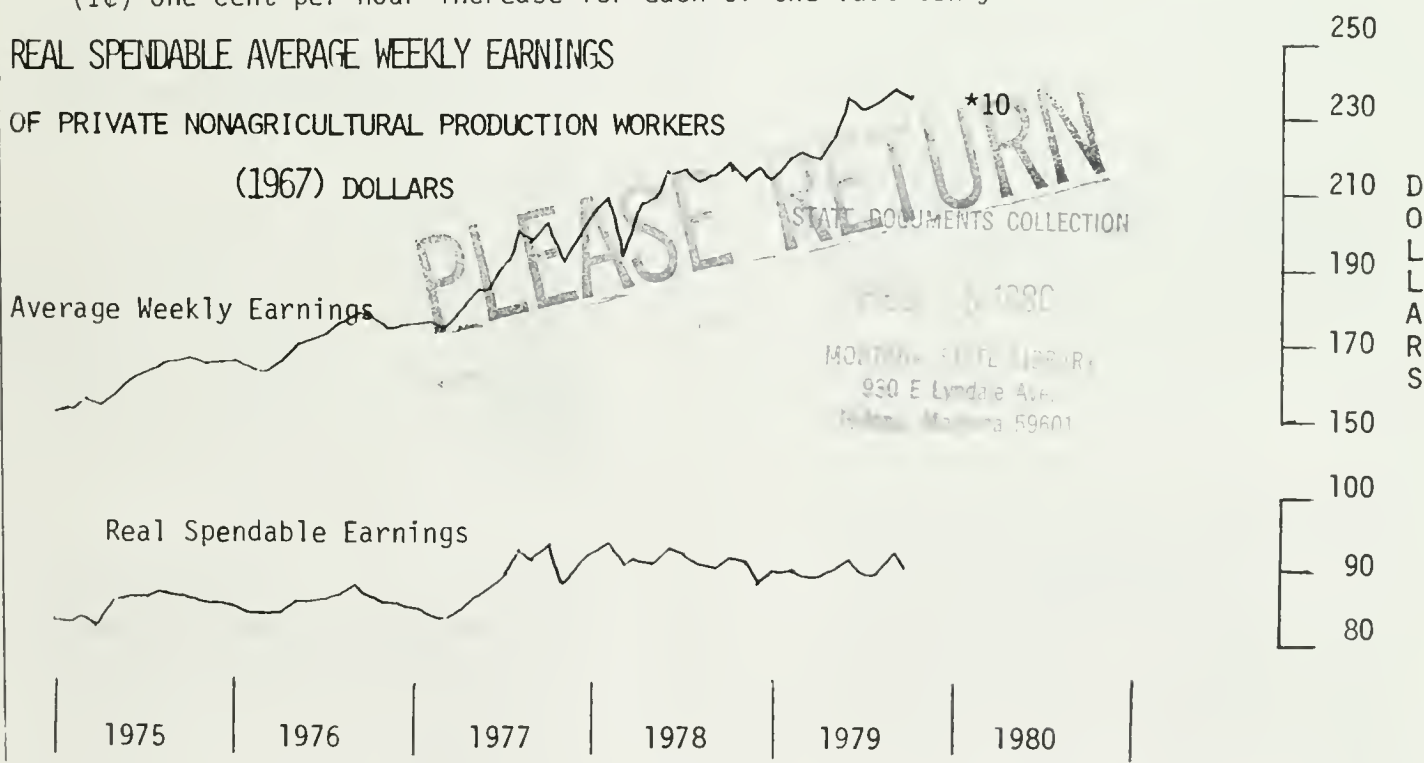
REAL SPENDABLE AVERAGE WEEKLY EARNINGS

OF PRIVATE NONAGRICULTURAL PRODUCTION WORKERS

(1967) DOLLARS

Average Weekly Earnings

Real Spendable Earnings



	Oct. 1969	Oct. 1979
Gross Average Weekly Earnings	114.91	236.90
Taxes Withheld	19.43	35.06
Spendable Earnings	95.48	201.83
Adjustment for Price Changes Since 1967	9.92	112.37
Real Spendable Earnings	85.56	89.46

The substantial increase in the Gross Average Weekly Earnings means little to the average Montana wage earner in terms of purchasing power.

* * * * *

COMMON QUESTIONS

UNEMPLOYMENT INSURANCE

WHEN A FORMER EMPLOYEE OF YOUR BUSINESS FILES A CLAIM FOR UNEMPLOYMENT BENEFITS, YOU MAY RECEIVE ONE OF TWO FORMS FROM THE EMPLOYMENT SECURITY DIVISION. IF YOU ARE THE CLAIMANT'S MOST RECENT EMPLOYER, YOU WILL BE SENT UI-202, NOTICE OF CLAIM. IF YOU ARE THE CHARGEABLE EMPLOYER, THE ONE WHOSE ACCOUNT WILL BE CHARGED BECAUSE YOU PAID THE MAJORITY OF WAGES IN THE CLAIMANT'S BASE PERIOD, YOU'LL GET UI-24. YOU MAY GET BOTH. EMPLOYERS OFTEN CALL ABOUT THESE FORMS, AND WE'D LIKE TO ANSWER SOME OF THE MOST COMMON QUESTIONS.

Q. This claim is unjustified. Who can I call to complain?

A. A PHONE CALL CAN'T TAKE CARE OF YOUR PROBLEM. WE HAVE TO HAVE THE FORM RETURNED WITH YOUR REASON FOR DISPUTING THE CLAIM FILLED IN. IF YOU ARE THE LAST EMPLOYER, WE WANT TO KNOW IF THE EMPLOYEE QUIT WORK BY CHOICE OR WAS FIRED FOR MISCONDUCT, WHICH SHOULD BE EXPLAINED. YOU ARE ALSO ASKED WHETHER THE EMPLOYEE IS GETTING RETIREMENT OR OTHER BENEFITS BASED ON WORK DONE FOR YOU.

IF YOU ARE THE CHARGEABLE EMPLOYER, WE ALSO WANT TO KNOW THE SAME INFORMATION TO DETERMINE WHETHER OR NOT YOUR ACCOUNT WILL BE CHARGED.

Q. This is not a former employee of my business. What do I do?

A. CHECK THE FORM FOR THE PERIOD DURING WHICH THE CLAIMANT IS SHOWN AS WORKING AT YOUR FIRM. THEN CHECK YOUR FILES FOR A POSSIBLE DUPLICATION OF SOCIAL SECURITY NUMBERS. IN THE SPACE ON EITHER FORM MARKED, "REASON FOR SEPARATION," INDICATE THE CLAIMANT IS NOT A FORMER EMPLOYEE AND EXPLAIN THAT YOUR BUSINESS HAS, OR HAS NOT, REPORTED WAGES FOR ANOTHER WORKER UNDER THE SOCIAL SECURITY NUMBER GIVEN.

Q. I told you this person had been hired, but you have decided to pay benefits and charge my account. What should I do?

A. YOU MAY REQUEST A REDETERMINATION BY CONTACTING THE LOCAL JOB SERVICE OFFICE AND STATING YOUR REASONS WHY YOU BELIEVE THE DECISION TO BE IN ERROR. IF YOU STILL DO NOT AGREE WITH THE REDETERMINATION, YOU THEN HAVE THE RIGHT TO APPEAL THE AGENCY'S DECISION TO PAY BENEFITS, BUT YOU MUST DO SO WITHIN THE TIME PROVIDED. AN APPEALS HEARING WILL BE SCHEDULED AND YOU WILL BE NOTIFIED OF THE TIME AND PLACE SET FOR HEARING. IF THE INTERESTED PARTIES DO NOT APPEAR, THE APPEALS REFEREE WILL RENDER A DECISION BASED ON THE AVAILABLE EVIDENCE. IF YOU CANNOT ATTEND AND HAVE A GOOD REASON, NOTIFY THE APPEALS OFFICE IN ADVANCE SO THE HEARING MAY BE RESCHEDULED.

Q. A worker left my business to take another job and his new employer has gone out of business. I don't have a job open now, but don't feel my account should be charged for this person's benefits.

A. MONTANA LAW PROVIDES THAT IN ORDER FOR THE CHARGEABLE EMPLOYER'S ACCOUNT TO BE CHARGED, THE REASON FOR A VOLUNTARY SEPARATION MUST BE ATTRIBUTED TO, OR THE FAULT OF THAT EMPLOYMENT. YOUR ACCOUNT IN THE ABOVE INSTANCE WOULD NOT BE CHARGED. IF YOU HAVE A QUESTION, PLEASE CALL THE TOLL FREE NUMBER 1-800-332-6143.

EMPLOYMENT SERVICE

Q. As an employer, how can Montana Job Service help me find qualified job applicants?

A. ALL YOU HAVE TO DO IS PHONE YOUR LOCAL JOB SERVICE OFFICE AND PLACE A JOB ORDER. THEY WILL NEED TO KNOW YOUR FIRM NAME, THE NAME OF THE CONTACT PERSON, HOW MANY AND WHAT KIND OF JOB OPENINGS YOU HAVE, THEIR STARTING SALARIES, HOURS AND DURATION, EXPERIENCE REQUIRED, AND ANY OTHER INFORMATION YOU THINK WOULD BE HELPFUL. THEN THE LOCAL JOB SERVICE PERSONNEL AND STATEWIDE STAFF, WORKING TOGETHER, WILL FIND AND SEND YOU AS MANY QUALIFIED JOB APPLICANTS AS YOU NEED UNTIL THE JOBS ARE FILLED.

Q. How much of the screening can Job Service do for me?

A. AS MUCH OR AS LITTLE AS YOU WANT US TO. SOME FIRMS RELY TOTALLY ON JOB SERVICE TO DO ALL THE SCREENING AND TESTING AND SEND ONLY THE MOST QUALIFIED APPLICANTS FOR PERSONAL INTERVIEWS. OTHER FIRMS PREFER TO DO IT THEMSELVES. JOB SERVICE SCREENING ENCOMPASSES MORE THAN JUST DETERMINING WORK SKILLS OF JOBSEEKERS. THE MATCHING OF WORKER AND JOB TRAITS, TOGETHER WITH OTHER FACTORS CAN BE CONSIDERED. WHEN APPROPRIATE, JOB SERVICE'S TESTING SPECIALISTS UTILIZING VALID EEOC APPROVED TESTING PROCEDURES CAN DETERMINE PROFICIENCY SKILLS AND/OR THE PRESENCE OF SPECIFIC APTITUDES RELATED TO YOUR INDIVIDUAL JOB NEEDS.

Q. Can I find skilled as well as non-skilled employees through Job Service?

A. DURING THE PAST YEAR, JOB SERVICE HAS PLACED TECHNICIANS, EXECUTIVE SECRETARIES, CHEMISTS, ACCOUNTANTS, ENGINEERS, EVEN A CORPORATE PILOT. CHANCES ARE, WE HAVE SEVERAL QUALIFIED JOBSEEKERS AVAILABLE IN ALMOST ANY FIELD, READY TO GO TO WORK. YOUR JOB ORDERS CALLED IN TO OUR JOB ORDER SERVICE UNIT RECEIVE SPECIAL ATTENTION FROM A TEAM ASSIGNED TO YOUR PARTICULAR GEOGRAPHICAL AREA, WHETHER YOUR NEED IS PROFESSIONAL, CLERICAL AND SALES, CRAFTS, OR SERVICES.

Q. Do I have a choice of prospective employees?

A. YES. YOU TELL US WHAT WORK SKILLS AND DEGREE OF EXPERIENCE YOU REQUIRE, HOW MANY APPLICANTS YOU WANT TO SEE, AND THEN YOU MAKE THE FINAL CHOICE. JOB SERVICE, OF COURSE, IS BOUND BY LAWS PROHIBITING DISCRIMINATION IN EMPLOYMENT (AND THAT INCLUDES REFERRALS TO EMPLOYMENT) ON THE BASIS OF RACE, SEX OR AGE, BUT THEN SO ARE YOU.

Q. Can you help me in meeting my Affirmative Action Plan?

A. JOB SERVICE ATTRACTS AND REFERS QUALIFIED WORKERS OF ALL ETHNIC GROUPS, GIVING YOU A CHANCE TO CHOOSE YOUR EMPLOYEES FROM THE FULL SPECTRUM OF JOBSEEKERS. WE ALSO PROVIDE THE POPULATION STATISTICS WITH ETHNIC AND SEX BREAKDOWNS TO HELP YOU WITH YOUR AFFIRMATIVE ACTION PLANNING. AND OUR INFORMATION AND RESEARCH UNIT PUBLISHES OTHER LABOR MARKET INFORMATION OF VALUE TO EMPLOYERS, TOO.

Q. What if you don't have any qualified applicants for a specific job? Can Job Service still help me?

A. YES. IF WE DON'T HAVE SOMEONE IN OUR STATEWIDE INVENTORY OF JOBSEEKERS WHO MATCHES THE JOB, WE WILL RUN CLASSIFIED ADS IN LOCAL NEWSPAPERS. CHANCES ARE GOOD THAT WE CAN FIND THE PERSON YOU'RE LOOKING FOR.

Q. Does Job Service perform any other services for Montana Employers?

A. YES. WE PROVIDE A WIDE RANGE OF EMPLOYER SERVICES AT NO COST TO YOU. WE CAN PROVIDE YOU WITH INFORMATION ON CURRENT MONTANA LAWS RELATING TO EMPLOYMENT, AS WELL AS OTHER LABOR MARKET AND ECONOMIC INFORMATION. WE ALSO ALLOW THE USE OF OUR LOCAL OFFICES FOR INTERVIEWING PROSPECTIVE EMPLOYEES. JOB SERVICE INTERVIEWERS WILL PRE-SCREEN AND SET UP APPOINTMENTS FOR YOUR INTERVIEWS AND PROVIDE YOU WITH AN ADEQUATE INTERVIEWING AREA. THIS SERVICE IS ESPECIALLY USEFUL TO EMPLOYERS WITH LARGER HIRING PROGRAMS OR NEW BUSINESSES THAT WANT TO LINE UP THEIR STAFFS WELL IN ADVANCE OF THEIR ACTUAL OPENINGS.

Q. What kind of fees do you charge for all these services?

A. NONE. MONTANA JOB SERVICE HAS NEVER CHARGED A FEE TO EITHER THE EMPLOYER OR EMPLOYEE. SO WHY NOT GIVE US A CALL TODAY? JUST LOOK IN THE YELLOW PAGES OF YOUR LOCAL TELEPHONE DIRECTORY UNDER EMPLOYMENT SERVICE. A MONTANA JOB SERVICE REPRESENTATIVE IS AVAILABLE TO PROVIDE WHATEVER ASSISTANCE YOU MAY REQUIRE.

24 HOUR JOB SERVICE

EMPLOYERS IN THE OIL INDUSTRY ARE EXPERIENCING DIFFICULTIES IN PLACING JOB ORDERS AND OBTAINING QUALIFIED HELP BECAUSE OF THE REMOTENESS OF THEIR JOBS AND THE DISTANCE THEY MUST TRAVEL EACH DAY. THE SIDNEY JOB SERVICE OFFICE HAS CONTRACTED FOR A TWENTY-FOUR (24) HOUR ANSWERING SERVICE. THIS GIVES THE EMPLOYERS A CHANCE TO PLACE THEIR ORDERS ANYTIME AFTER 5 P.M. THROUGH 8 A.M. BY CALLING 482-1204.



JOB SERVICE IMPROVEMENT PROGRAM

DURING THE FOURTH QUARTER MONTANA DEVELOPED AN AREA JSIP EMPLOYER COMMITTEE WHICH INVOLVES THREE ADDITIONAL JOB SERVICE OFFICES. THE THREE OFFICES ARE GLENDAVE, MILES CITY, AND SIDNEY. EACH OFFICE WILL HAVE IT'S OWN LOCAL JSIP EMPLOYER COMMITTEE, AND WILL COORDINATE IT'S ACTIVITIES WITH EACH OF THE OTHER TWO OFFICES. THEY WILL CONDUCT AN AREA MEETING AT LEAST TWO TO THREE TIMES DURING THE YEAR. THE AREA COMMITTEE WAS DEVELOPED DUE TO THE INCREASED OIL EXPLORATION AND THE ENERGY DEVELOPMENT OF COLSTRIP NUMBERS 3 AND 4, SOUTH OF MILES CITY AND TO GET INPUT FROM THE EMPLOYER COMMUNITY IN OUR RURAL OFFICE AREAS. THE AREA COMMITTEE INITIAL MEETING WAS HELD IN GLENDAVE ON SEPTEMBER 20, 1979. TO DATE MONTANA NOW HAS 10 JSIP EMPLOYER COMMITTEES PLUS ONE AREA COMMITTEE INVOLVING 3 ADDITIONAL JOB SERVICE OFFICES.

T. J. T. C.



TWO TARGETED JOBS TAX CREDIT SESSIONS WERE CONDUCTED, ONE IN KALISPELL AND THE OTHER IN HAVRE. ALSO, THE BILLINGS JSIP EMPLOYER COMMITTEE CONDUCTED AN EEO SEMINAR IN CONJUNCTION WITH THE EASTERN MONTANA COLLEGE ON OCTOBER 30, 1979. ADVERTISING FOR THE SESSION WAS MAILED TO OVER 3,600 EMPLOYERS IN BIG HORN, CARBON, MUSSELSHELL, STILLWATER AND YELLOWSTONE COUNTIES.

COLSTRIP JOB SERVICE

JOB SERVICE IS NOW PROVIDING THE FULL RANGE OF EMPLOYMENT SERVICES TO COLSTRIP, MONTANA. A BRANCH OFFICE OF THE MILES CITY JOB SERVICES WAS ESTABLISHED TO MEET THE EMPLOYMENT NEEDS OF THE STATE'S LARGEST ENERGY PRODUCING COMMUNITY. THE OFFICE IS OPEN FROM 8 A.M. TO NOON, MONDAY THROUGH FRIDAY. EMPLOYERS AND JOBSEEKERS MAY CONTACT THE JOB SERVICE OFFICE BY WRITING P.O. BOX 455, COLSTRIP, MONTANA, 59323, OR BY CALLING 748-2880.

WAGES UP

MINIMUM WAGE RISES JANUARY 1, . . . THE FEDERAL MINIMUM WAGES WILL INCREASE FROM \$2.90 PER HOUR TO \$3.10 PER HOUR JANUARY 1, 1980, FOR FARM AND NON-FARM WORKERS WHO WORK FOR EMPLOYERS COVERED BY THE FAIR LABOR STANDARDS ACT.

UNEMPLOYMENT: some definitions

Various types of unemployment are referred to in the literature of the employment and training field. As a service to readers, here's a summary of definitions recently compiled by the Employment and Training Administration's office of policy, evaluation and research.

Frictional Usually of short duration and involving workers just entering the labor market, leaving one job for another or out of work for noncyclical reasons such as seasonal fluctuations, normal business mortality, labor disputes or material shortages.

Cyclical Occurs during a major downturn in the economic cycle caused by low demand for goods and services. Affects a broad spectrum of workers, from skilled to unskilled.

Technological Caused by the substitution of automated equipment for labor. Technology over the years has eliminated many jobs but at the same time it has created large numbers of new jobs, usually

at higher skill and pay.

Seasonal Typically related to the growing cycle in agriculture and inclement weather in construction. The latter industry partially compensates workers for long layoffs with higher hourly wages.

Structural Caused by barriers to employment that are not eliminated by the usual labor market forces. Structural barriers are caused by workers' lack of skills and poor work habits and also by employers' biases against youth, minorities, women et cetera.

To be counted as unemployed from a statistical standpoint or to be eligible for unemployment compensation a jobless person must be actively seeking employment. That is why persons are not considered unemployed if they have withdrawn from the labor market to rear a family, say, or are in jail and unable to hold a job, or have become discouraged and given up the search for employment.

* * * * *

STATE UNEMPLOYMENT BENEFITS ARE TAXABLE UNDER FEDERAL LAW:

Unemployment Insurance benefits received in 1979 may be subject to federal income tax. After the end of each year, the Employment Security Division will mail to the unemployment compensation recipients last-known address a form similar to a W-2 showing the amount of benefits paid to the individual during the year. This information will also be sent to the Internal Revenue Service.

NO INCOME TAX ON UNEMPLOYMENT INSURANCE BENEFITS IS WITHHELD BY
THE EMPLOYMENT SECURITY DIVISION

* * * * *

DURING 1979

THE MONTANA JOB SERVICE FILLED OVER 77,000 JOBS FOR MONTANA EMPLOYERS.

* * * * *

OVER 130,000 JOB SEEKERS REGISTERED FOR WORK IN MONTANA'S 24 JOB SERVICE OFFICES.

* * * * *

More than 371 thousand checks for Unemployment Insurance Benefits were issued to Montanans who found themselves out of work. Unemployment Insurance Benefits paid exceeded 31 million dollars.

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EMPLOYMENT SECURITY DIVISION
DEPARTMENT OF LABOR AND INDUSTRY
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MARCH 1980

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Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

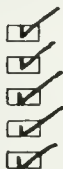
Vol. II No. 19

March 1980

**ATTENTION EMPLOYERS
- UNEMPLOYMENT INSURANCE -
• HELP IS HERE •**

WE WILL:

PROVIDE YOU WITH THE PROPER FORMS
HELP YOU UNDERSTAND THEM
HELP YOU FILL THEM OUT
CHECK THEM FOR ACCURACY
MAIL THEM FOR YOU



**WE CAN ANSWER YOUR QUESTIONS AND
EXPLAIN:**

- EXPERIENCE RATING
- PENALTY AND INTEREST
- NOTICES AND LETTERS
- REQUESTS FOR ABATEMENT
- AND MORE ...

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FOR THESE AND OTHER BUSINESS MATTERS CONCERNING
UNEMPLOYMENT INSURANCE CONTACT THE FIELD
REPRESENTATIVE FOR YOUR AREA.

<u>FIELD REPRESENTATIVE</u>	<u>ADDRESS</u>	<u>TELEPHONE</u>
MEL STEWART	624 N. 24TH ST. BILLINGS, MT	248-7371
TED DISTAD & DIANE BIANCHI	445 S. 24TH ST. W. BILLINGS, MT	652-2920
CAL COTY	206 W. GRANITE BUTTE, MT	792-0417
ART KOENEN, WALT SULLIVAN & BILL LANKFORD	513 FIRST AVE. S. BOX 1508 GREAT FALLS, MT	761-1730
GEORGE ELDRICH	529 N. WARREN HELENA, MT	449-3091
S. DEAN SMITH	427 FIRST AVE. E. KALISPELL, MT	755-5071
JIM JOHNSON & ROBERT KINTON	539 S. 3RD ST. W. MISSOULA, MT	728-7060

LET US HELP

Job Service is the worlds largest public employment service with nearly 2500 local offices. The Montana State Employment Security Division maintains 24 local Job Service offices in the state's principal cities. Employers pay for Job Service through Unemployment Insurance Taxes.

- Do you use your own employment service?
- Would you like to make it more efficient?
- Would you like to receive more service from Job Service?

IT CAN BE DONE !!!



WE NEED EMPLOYERS

- WE NEED YOU -

We're Montana Job Service. The fast efficient employment service that brings people and jobs together. Over 60,000 job seekers a year register at our offices. So, if you're an employer, we need you. We can't do our job without you.

If you have jobs to fill, let us fill them. Any kind of job. For all kinds of people. At any salary level. Jobs that require good workers and highly skilled personnel.

We'll refer the number of qualified workers you request to find as many people as you're looking for.

During the last year we filled over 77,000 jobs for Montana employers. Let us help fill yours.

WE DO MORE ...

Finding people for jobs isn't all we

cont.

do. Our Employer Service Representative can help in many ways.

For example, if you're planning to expand in another area, they can advise you of the labor force available there. Or if you expect to lay off some people, our representative can help you find them other jobs before you have to let them go.

The point is, Montana Job Service is many services. And, there is never any additional fee.

We're working to get people working. Help us do our job. CALL MONTANA JOB SERVICE - DO IT TODAY.



UPS'N DOWNS

Using information gathered by the Montana Employment Security Division we are able to make some economic comparisons between the state's 1978 and 1979 employment figures.

During 1979 the largest increase in job opportunities was experienced in trade occupations, increasing by 2,300 jobs and in service occupations which increased by 2,100 jobs. Other significant increases were noted in transportation and public utilities which were up by 1,500. Jobs in manufacturing and jobs in mining were both up 600 while opportunities in finance, insurance and real estate improved by 500.

Down by 1,400 were the number of jobs in the construction industry from their 1978 level and down also was the number of government jobs in the state which declined by 1,300 during 1979.

The annual unemployment rate for 1979 was 5.1 percent, down from 1978 when it reached six percent. A total of 4,600 more jobs were filled during 1979 while the number of unemployed Montanan's declined by 3,000.

U. S. CONSUMER PRICE INDEX ALL URBAN CONSUMERS

	Percentage Change from				
	Jan. 1980	Dec. 1979	Jan. 1979	Dec. 1979	Jan. 1979
(1967=100)					
All Items	233.2	229.9	204.7	1.4	13.9
Food & Beverage	237.5	235.5	218.3	0.8	8.8
Housing	247.3	243.6	213.1	1.5	16.0
Transportation	233.5	227.7	193.9	2.5	20.4
Medical Care	253.9	250.7	230.7	1.3	10.1

FOR YOUR INFORMATION

Everything you want to know about Montana's economy and more can be found within the covers of publications issued by the Employment Security Division's Research and Analysis Section. These publications are compiled to provide information useful to government and business managers and planners. Information contained in these publications includes estimates and projections of population with breakouts of age, sex and race; occupational employment forecasts; employment developments and outlook by industry; trends in unemployment and much much more. The following is a brief summary of what is available. Help us help you, and request any or all of the following by contacting:

Research & Analysis
Employment Security Division
Department of Labor & Industry
P.O. Box 1728
Helena, Montana 59601

(All publications are provided free of charge.)

PUBLICATIONS FROM THE OCCUPATIONAL EMPLOYMENT (OES) SURVEY PROGRAM

- ✓ "The Mining Industry"
- ✓ "Montana's Construction Industry"
- ✓ "The Finance, Insurance, and Real Estate Industries"
- ✓ "Communication, Public Utilities, & Transportation"
- "Industry Staffing Patterns from the Mining and Construction Industry"

2430

more -

✓ "MONTANA EMPLOYMENT AND LABOR FORCE"

A monthly publication reporting current labor market information on a statewide basis. The report contains narratives on the economic conditions in the various labor market areas, current and historical labor force tabulations, and selected indicators of Montana's economy. Unemployment rates by county, unemployment insurance activities, and the U.S. Consumer Price Index are examples of other information provided. The February issue presents cumulative annual data for the previous calendar year.

✓ "MONTANA ECONOMIC INDICATORS"

Thirty-six economic indicators are presented in both tabular and graphical formats for use by individuals studying Montana's economy. The information is presented in seasonally adjusted and not seasonally adjusted series. A brief analysis of current trends in Montana's economy is provided for technical and non-technical users in each quarterly issue of the publication.

✓ "AFFIRMATIVE ACTION PROGRAMS IN MONTANA"

Tables are designed to provide labor market information to assist employers in evaluating the utilization of women and minorities in their work force and in establishing goals to improve such utilization. The 1970 Census data on labor force and population are used in presenting Montana's fifty-six counties. An occupational employment profile from the 1970 Census by race and sex is also provided by county.

✓ "ANNUAL PLANNING INFORMATION"

This report formerly called the Annual Planning Report, and before that the Annual Manpower Planning Report provides data on labor force characteristics essential to those involved in employment and training processes. Narratives describe the forecasted economic conditions for the planning period and are accompanied by tables presenting projections of population, labor force, employment, unemployment and economic status levels for the state. Montana's report also includes specific information on the rural CETA-CEP area, the Billings SMSA, and the Great Falls SMSA.

✓ "INDUSTRY/OCCUPATION PROJECTIONS"

Projections of the anticipated job opportunities for use by students, planners, counselors, business, and government. Revised editions are published every two years or as needed. The most recent edition forecasts employment to 1980 and 1985 with both industrial growth and replacement needs provided for each industry and occupation listed. The series is presented in three separate publications, one for statewide, one for the Billings SMSA, and one for the Great Falls SMSA.

✓ "1977 PREVAILING WAGES"

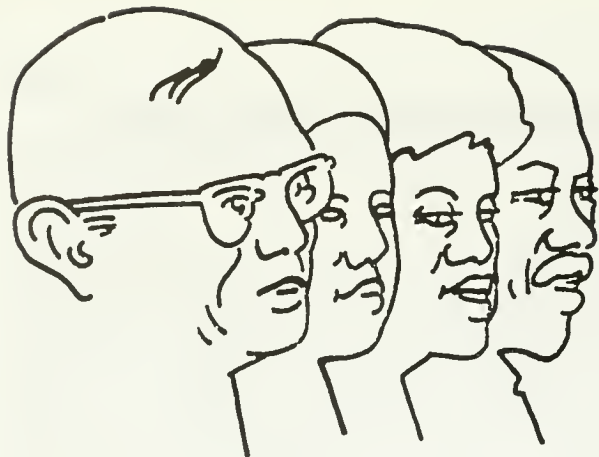
A survey of prevailing wages by occupation in the state of Montana. As actual "prevailing" wage could not be computed from available data, the high and low wages by occupation for the area were used. Wages reported originate from several sources including the Bureau of Labor Statistics, the Employment Service Automated Reporting System, and actual union contracts in effect in Montana. The wages are broken down by occupation based on the Dictionary of Occupational Titles (D.O.T.).

✓ "YOUTH IN MONTANA LABOR FORCE"

This publication was prepared to provide labor market information on the youth in Montana. The term "Youth" is defined as being young people between the ages of 16 and 24 unless otherwise stated. Narratives and tables are designed to assist educators, counselors and program planners in such topics as youth unemployment, occupations and programs. A supplement is included which details (on LMA and SMSA levels) the results of a high school student survey taken by the Montana State Occupational Information Coordinating Committee (SOICC).

✓ "VETERANS MANPOWER CHARACTERISTICS"

A special publication containing data on veterans in Montana and the nation. Sources include the 1970 Census and the Veterans Administration with updates included as they are available. Labor force characteristics, veterans benefits, Montana Job Service statistics, and educational attainment figures are provided in narrative and tabular formats. Such information is of vital use for planners in meeting the unique needs of the veteran labor force in Montana.



Common Sense Is Timeless

THINK...

There are older workers in your town... with the skill and experience your business needs.

DID YOU KNOW...

- Older workers have a greater job stability and a better record of continued acceptance by employers once they are hired.
- The number of days lost per 100 workdays for all reasons goes down as age increases.
- Workers in every age group above 50 lose fewer scheduled workdays than those in any age group below 50.
- Workers hired after age 40 generally attain a higher performance rating in a shorter time than those hired before the age of 30.
- Older workers tend to have a more positive attitude toward work than do younger workers.
- Contact your local Job Service for help in hiring experienced workers.



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JOBS FOR PEOPLE

**JOB
SERVICE**

PEOPLE FOR JOBS

PLEASE RETURN

Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 20

June 1980

JOB SERVICE

The term "Job Service" refers to the wide range of services provided through the Employment Security Division. These include Job Information Service, Employer and Applicant Services, special assistance programs, and Unemployment Insurance payments. These services are supplied to applicants and employers through a statewide network of over 30 offices including Job Service Centers, satellite offices, and Program offices.



**JOB
SERVICE**

CHANGES

There have been some changes in Montana's Unemployment Insurance system.

Effective June 16, 1980, eligible individuals receiving unemployment insurance benefits will be able to draw benefits in excess of their maximum number of weeks entitlement. The Extended Benefit program takes effect during periods of high unemployment and avails individuals up to a maximum of 13 additional weeks of benefits after exhausting all their regular unemployment insurance benefits.

Effective July 6th, the maximum benefit amount paid to eligible claimants will increase from \$119 to \$131, while the minimum will increase from \$30 to \$33. The increased benefits will apply only to new claims filed after July 6, 1980, and **does not** affect those individuals currently receiving unemployment benefits or those who have established a claim within the last year.

House Bill 766 mandates a revision in the method of computing qualifying wages for unemployment benefits. **Effective July 1, 1980**, a claimant is required to have a minimum of 20 weeks of work averaging \$50 per week with total base period wages of \$1,000 or more. This legislation also allows payments of unemployment benefits to range from 8 weeks to 26 weeks in two (2) week increments.

These changes were brought about to allow the Unemployment Insurance system to more effectively and efficiently meet the needs of unemployed job seekers and employers alike by responding to economic trends and fluctuations to help stabilize the economy of Montana.

Right the First Time

The decision made by a claims examiner concerning a claimant's eligibility for unemployment insurance benefits is only as sound as the information upon which it is based. The findings of fact are very important. Both employers and claimants have been responsible for providing incomplete information upon which poor decisions have been made. Many employers, when requested to provide information regarding circumstances of an employee's separation, seem to express a lack of interest in providing the necessary details upon which a claims examiner's decision must be based.

Poor decisions can be made and have been made as a result of incomplete preparation and presentation. The first thing that can be done and must be done to assure a fair and honest determination is to present **all** the facts and circumstances of the separation.



The attitude of "There are only a few dollars involved" or "It's too much trouble to go into all the details" invariably results in appeals being filed by either claimants or employers. These appeals would not be necessary and considerable administrative costs could be eliminated if complete facts were presented at the start.

Upon the filing of a claim in one of the local Job Service offices, the last employer will immediately receive a notice of the claim, requesting information concerning the separation. The initial information the employer provides is important, and especially so since the decision of the United States Supreme Court in the case of "California Department of Human Resources Development vs. Judith Java" which ruled in effect that a claimant's determination at the original source (initial determination) if favorable, will pay benefits immediately and will continue to pay benefits up to that point in the appeals process if such decision is officially reversed. This historic Supreme Court decision makes it mandatory that the

employer participate and provide factual and complete information at the time of the initial filing of the claim so that the claims examiner can make a proper determination from the facts and law as applied fairly to both claimant and employer.

If, despite your presentation, a determination is made by a claims examiner which you believe is unjust or unwarranted, you have two alternatives. One alternative is to go down to the corner tavern and cuss out the claims examiner. The other alternative which would pay better dividends is to request a redetermination. Montana law provides that a claims examiner may for good cause reconsider his or her decision and promptly notify the claimant and employer of the amended decision and reasons therefore, or the reasons for denial. Both claimant and employer have the right to file a formal appeal from a redetermination.

It should be remembered that the fundamental purpose of unemployment insurance is to provide temporary assistance to those who are unemployed through no fault of their own. If from your records and the application of the law you feel the claimant is entitled to benefits, we believe employers should aid with all dispatch in seeing that justified claims are awarded. By the same token, we believe it also to be the obligation and responsibility of the employer to assist the agency in seeing that the claimant does not receive compensation to which he or she is not entitled under the law.

by Joan Eaton - Acting Supervising Claims Examiner



TJTC Through 81



The Targeted Jobs Credit (TJTC) program, which enables private employers to claim a tax credit on wages paid to qualified individuals, has been extended through 1981.

Many Montana employers have already taken advantage of this tax credit and now with the extension of TJTC more employers will be able to benefit.

TJTC started in 1979 with the passing of the Revenue Act of 1978. It enabled private employers to take a 50 percent tax credit on first year wages paid to a member of one of the seven targeted groups, and a 25 percent tax credit on second year wages paid. The employer must have hired a member of one of the seven targeted groups for the **first time** after September 26, 1978, in order to qualify for the tax credit. The local Job Service office in your area is responsible for certifying qualified individuals from one of the seven target groups. However, schools will do their own certifying of qualified students, 16 through 20 years of age, who are participating in a "Cooperative Education Program".

The "Employer Certification" form, which is provided to the employer, is the only document that is required to certify the employee as qualified for the program.

The seven targeted groups are:

- (1) Youth 18-24 who are economically disadvantaged.
- (2) Ex-felons who have been convicted of a felony and are hired within five years after conviction or release date and are economically disadvantaged.
- (3) Vietnam-era veterans under 35 who are economically disadvantaged.

- (4) Handicapped individuals or disabled veterans who are receiving or have completed a Vocational Rehabilitation plan.
- (5) Supplemental Security Income (SSI) recipients.
- (6) General Assistance Recipients (state or locally financed welfare).
- (7) Youth, 16 through 20 years of age, who are participating in a "Cooperative Education Program".

Employers who feel they would like more information on the Targeted Jobs Tax Credit may contact the nearest local Job Service office, or call toll free 1-800-332-6145.

by Doris Hiles TJTC Coordinator



An item that appeared in the March 1980 Quarterly Review has generated considerable interest in Montana's employer community. The item resulted in a 15 percent increase in the number of requests for publications issued by our agency. For those who are interested in receiving any of those publications summarized in our last issue here is a list of what is available free of charge from:

Research and Analysis Section
Employment Security Division
Department of Labor and Industry
P.O. Box 1728
Helena, Montana 59601

"Montana Employment and Labor Force"
"Montana Economic Indicators"
"Affirmative Action"
"Annual Planning Information"
"Industry/Occupations Projections" (State, Billings, or Great Falls)
1977 "Prevailing Wages"
"Youth in Montana Labor Force"
"Veterans Manpower Characteristics"
"Occupational Employment Survey" (Mining Construction, Finance, Insurance & Real Estate, Communications, Public Utilities, Transportation, Industry Staffing Pattern from Mining & Construction)

YOUTH EMPLOYMENT SERVICE

Summer is here and with the first rays of sunshine come the first waves of summer job seekers. High school students make up a majority of those seeking employment. Whether they are motivated to earn some extra spending money or to earn and save for a college education they most surely are motivated to work hard and give the employer his monies' worth.

During Fiscal Year 1979, 22,375 youth (under 21) registered for work. Of these, Job Service placed 16,649.

Average wages were as follows

15 and under	\$3.03 per hour
16 - 17	\$3.13 per hour
18 - 19	\$3.39 per hour
20 - 21	\$3.51 per hour

During June, July and August, a total of 13,658 registered for employment. Of these, 8,387 were placed in jobs.

23,500 copies of this publication were produced at a unit cost of 2.553¢ per copy for a total of \$945.00 which includes \$600.00 for printing and \$345.00 for distribution.

EMPLOYMENT SECURITY DIVISION
DEPARTMENT OF LABOR AND INDUSTRY
ESD BUILDING, P.O. BOX 1728
HELENA, MONTANA 59601

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Total placement for June, July and August

7,072 Regular Hires

862 YCC (Youth Conservation Corps)

453 YACC (Youth Adult Conservation Corps)

YES — Youth Employment Service will operate in every Job Service office in Montana during this summer.

Additional summer counselors (usually local school teachers) will work for Job Service full-time for about 10 weeks operating the YES program. They will start by the second week in June in Butte, Kalispell, Helena and Bozeman.

Outreach workers will operate out of five (5) of our smaller Job Service offices (Polson, Havre, Miles City, Hamilton and Libby) to help youth in rural areas find summer jobs.

The remainder of the Job Service offices in the state will operate YES with existing staff.

Employers, if you have a job or even a temporary project, support the youth in your community by calling your local Job Service office and placing that job order today.



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JOBS FOR PEOPLE

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PEOPLE FOR JOBS

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Employment Security Division

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A Quarterly Review of
Helena, Montana 59601

Vol. II No. 21

Employment Service-Unemployment Insurance

Fred Barrett, Administrator

September 1980

WHO MAKES HOW MUCH, AND WHERE?

As the economy grows and as new technologies and ways of doing business are developed, the variety of jobs people work in increases. According to the "Dictionary of Occupational Titles", there are currently over 20,000 separate jobs in our economy. Businessmen, students, counselors, and employees need information on the wages paid to workers in various occupations in order to make decisions on such things as career choices, pay raises, and budgeting. "Selected Wage Information 1980" - a new publication of the Employment Security Division - represents the most current and comprehensive information available on wages in the State of Montana.

Information in "Selected Wage Information 1980", is based on data received from a variety of sources, including business firms, trade associations, labor unions, professional societies, and government agencies. The data is listed alphabetically by job title, with a high and low rate of pay. A total of over 10,000 job titles and corresponding rates of pay are presented in the publication, which covers the entire state and 14 different labor market areas (LMA's).

The Employment Security Division will publish each year information on wages throughout the state. Whether next year's publication will be in the same format as "Selected Wage Information 1980" has not been decided yet. The needs, comments, and suggestions of the users on this year's booklet will influence whether a survey will be done in the future.

Jeff Harriott
Statistician II

SELECTED WAGE INFORMATION 1980

FOR MONTANA
& 14 LABOR MARKET AREAS



A NEW SERVICE FROM JOB SERVICE

The Montana Job Service in conjunction with the Old West Regional Commission has initiated an innovative program to assist Montana employers who seek to expand or open a new business. If you expect to hire five or more additional or new employees, Job Service can help you by providing pre-employment training of applicants. What this means to you is a trained applicant ready to go to work at any particular skill you desire. There is no red tape - no complicated forms to complete - merely a final billing usually consisting of one sheet of paper. Contact C. M. (Skip) Stillman at 449-4520 for more information about this unique service.

C. M. (Skip) Stillman
Industrial Relations Supervisor



JUST AROUND THE CORNER

There has always been and probably will always be considerable interest in the nation's Unemployment Insurance system. This interest manifests itself by legislation introduced in the United States Congress.

Typical of many pieces of legislation in various stages of development are the budget resolutions in both the House and the Senate where legislators are considering reconciliation bills which will reduce expenditures provided for the Federal budget to the total levels provided for in the First Concurrent Budget Resolution. These bills each encompass different approaches and will require ultimate resolution in Conference Committee.

Some of the changes recommended by both the Senate Reconciliation Bill (S 2885) and the House Reconciliation Bill (H.R. 7652) are to:

- Extend from 90 days to one year the minimum length of military service needed to qualify for UCX wage credits.
- Require that the extended benefits trigger be "on" in the agent as well as in the liable state in order for an interstate claimant to collect extended benefits.

Additional provisions of the Senate Reconciliation Bill (S 2885) are to:

- Eliminate the national trigger for the extended benefits program.
- Allow states to set an optional state extended benefits trigger higher than the current five percent.
- Deny federal matching funds for the first week of extended benefits in any state which does not have an initial waiting week for regular benefits.

- Require that UI benefits paid to ex-federal employees be charged the relevant agency's annual appropriation.
- Limit Extended Benefit Program as follows:
 - a. Require a minimum of 20 weeks of work in the base period to qualify for extended benefits.
 - b. Deny extended benefits to individuals who left jobs voluntarily (without good cause) or who are discharged for misconduct; or who have refused suitable work.
 - c. Deny extended benefits to anyone refusing any reasonable job offer.
 - d. Deny extended benefits to anyone failing to actively seek work.

Additional provisions of the House Reconciliation Bill (H.R. 7652) call for:

- A termination of federal reimbursement of unemployment benefits for former public service employees.
- A repeal of the Trade Adjustment Assistance Amendments (H.R. 1543 - Vanik Bill).

It is clear from reviewing the numerous efforts of the Senate that every opportunity to amend the Unemployment Insurance program is being utilized.

A final set of factors considered by Congress deals with substantially increased regular unemployment benefit outlays that are now projected to be paid to 11.4 million persons at an estimated \$17.79 billion. Additional costs of \$5.54 billion is expected to be paid out in extended benefits throughout the year. Lastly, 13 states which currently have outstanding loans plus 5 new states will borrow \$3.645 billion in 1981 which will bring the total amount of outstanding trust fund loans to \$7.768 billion by the end of Fiscal Year 1981.

To summarize, there is considerable new strain on the Congress to find methods by which to balance the budget. It is now assumed that there will be at least a \$30 billion budget deficit. Many observers believe action on the second concurrent resolution will be delayed until after the elections. This delay will require a "lame duck" session of Congress to complete their work. The various actions being contemplated in the reconciliation process, in the second concurrent budget resolution, and in the amending of

various pieces of authorizing legislation have created a highly complicated and dynamic picture which literally changes every day. Since reconciliation has never been attempted in the first concurrent resolution, the Congress is faced with a doubly complex set of procedures with which there is no previous experience. We will make every effort to keep you informed of developments.

FRED BARRETT, ADMINISTRATOR
EMPLOYMENT SECURITY DIVISION

ALL OF THE TIME

We're working to get people working, not just sometime but all of the time. We are proud of our performance. Here is a timely summary of some of our activities.

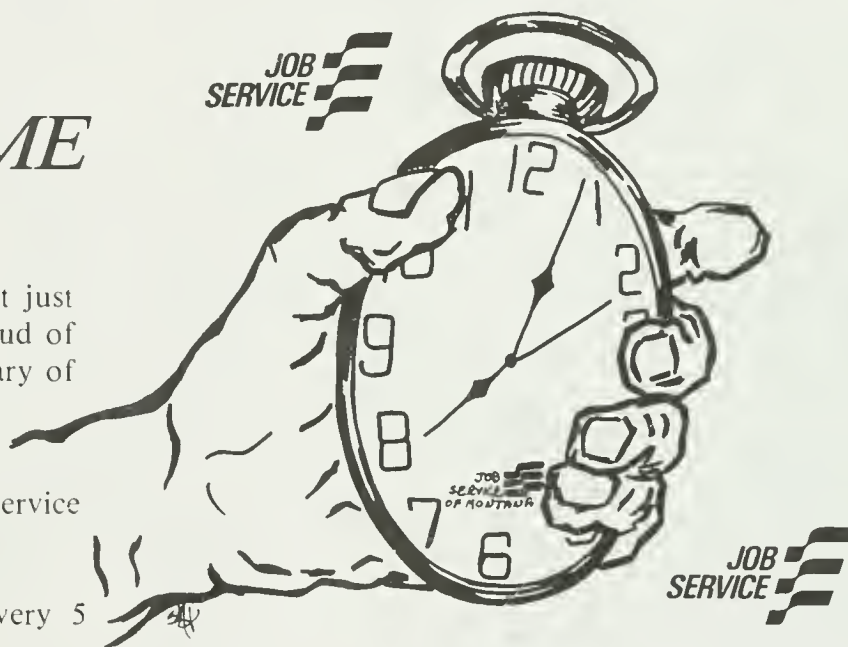
Somewhere in one of our Montana Job Service offices

- a job development call is made every 5 minutes 54 seconds
- a new application or renewal for employment is made every 47 seconds
- a job opening is received every 36 seconds
- a referral to a job is made every 24 seconds
- a Montana job seeker is placed on a job every 2 minutes 10 seconds

Additionally, Montana Job Service

- administers a test every 3 minutes 42 seconds
- conducts one counseling session every 10 minutes 14 seconds
- makes one referral to supportive services every 3 minutes 8 seconds

The bottom line for all these activities, the reason for their occurrence is to fill a job with a job



seeker. The Montana Job Service places an average of 247 job seekers in jobs every working day of the year.

A typical breakdown of job placements by categories shows the following: 8 were placed in professional managerial and technical positions, 29 in clerical, 9 in sales, 6 in machine trades, 5 in processing, 1 in benchwork, 26 in structural, 47 in packaging and material handling, 15 in motor freight and transportation, 37 in farm, forestry and fishing, 20 in domestic and 3 in other services.

Looking at the people who make up the average 247 placements per day we see that 160 were from special groups, that is, female, minorities, older workers and handicapped. One was a WIN applicant, 56 were economically disadvantaged, 57 were veterans and 27 were eligible Unemployment Insurance claimants.

Handicapped Workers are Not Handicapped When Employed In Right Jobs!

They have:

☐ Excellent job performance

(91% of disabled employees rate average or above average in job performance, E.I. du Pont de Nemours & Company found in a survey of its 1,458 handicapped workers.)

☐ Dependability

(93% rate average or better in job stability, according to the du Pont study.)

☐ Good attendance records

(79% rate average or better in attendance, the du Pont study found.)

☐ Good safety records

(Employers' compensation insurance rates do not increase because of hiring handicapped employees. The du Pont study found that 96% of its handicapped workers rate average or above average in safety both on and off the job.)

☐ Pride in their work



\$ And don't forget Targeted Jobs Tax Credit.

(You may be able to get a tax credit for a portion of the wages paid to newly-hired handicapped employees who have used Vocational Rehabilitation services.)



October 5-11 is National EMPLOY THE HANDICAPPED WEEK

Do yourself a favor. Call your local Job Service Office

23,250 copies of this public document were published at an estimated cost of 4¢ per copy, for a total cost of \$955.60, which includes \$610.60 for printing and \$345.00 for distribution.



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JOBS FOR PEOPLE

JOB SERVICE

PEOPLE FOR JOBS

Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. 22

December 1980



WITHOUT YOU

WITHOUT THE VITAL PARTICIPATION OF MONTANA'S EMPLOYERS, JOB SERVICE WOULD BE UNABLE TO PROVIDE JOBS FOR PEOPLE AND PEOPLE FOR JOBS. WE WOULD LIKE TO TAKE THIS OPPORTUNITY TO THANK YOU FOR YOUR CONTINUING SUPPORT AND TO WISH YOU A JOYOUS HOLIDAY SEASON AND A PROSPEROUS NEW YEAR.

Quarterly Report

Montana employers are required to report the number of weeks each employee worked for them during each quarter. Instructions on the quarterly report read as follows:

“Number of weeks worked:

Enter the total number of weeks during this quarter in which the employee performed some covered service. If a calendar week falls within two quarters, consider the week as falling within the quarter in which four or more days occur. Maximum weeks are 13. If an employee performed any service during any portion of a week, it is to be counted as a week of work. Do not leave blank or show hours or days or fractions of a week. If an employee performed no service during the quarter, enter “0”.

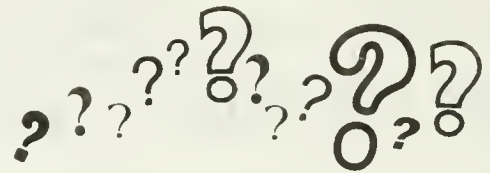
This information is used to determine an individual's benefit amount by dividing the number of weeks worked into the amount

earned. Fifty percent of this average is the amount the claimant will be paid each week. This amount will not exceed the maximum benefit amount allowed.

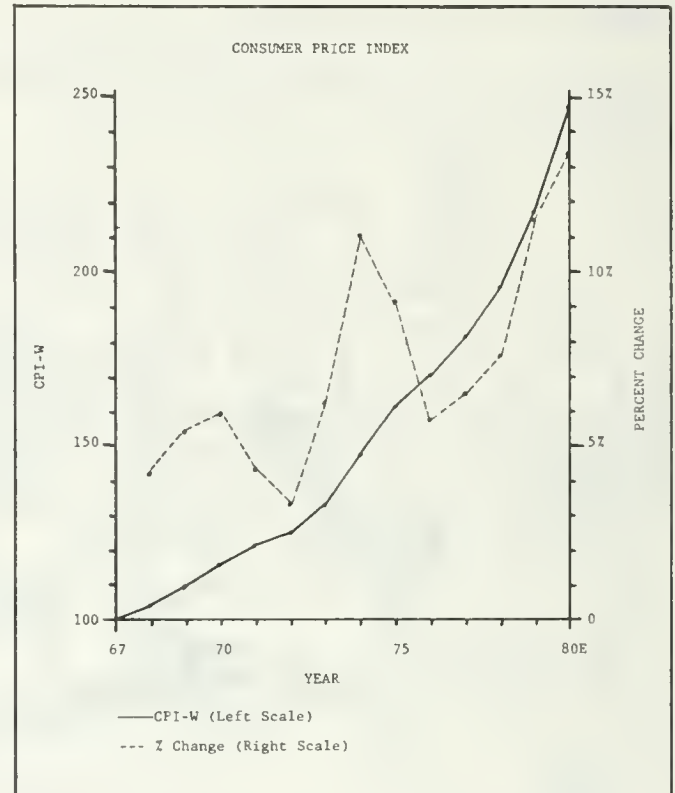
If the number of weeks worked are not reported properly, the benefit payments might be incorrect, resulting in erroneous, possibly higher charges and rates for the employer.



What is the CPI?



The Consumer Price Index, better known as the CPI or the rate of inflation, is a measure of the average change in prices over time in a fixed market basket of goods and services. The CPI is based on prices of food, clothing, shelter, fuels, transportation fares, charges for doctors' and dentists' services, drugs, and other goods and services that people buy for day-to-day living. This index is sometimes referred to as a cost-of-living index, but this is not technically correct as the CPI is measuring the change in prices, not the cost of living. There are two CPI series published - the CPI for all Urban Consumers (CPI-U) and the CPI for Urban Wage Earners and Clerical Workers (CPI-W). The CPI-U covers about 80 percent of the total institutional population, including wage earners and clerical workers, salaried workers, the self-employed, retirees, and the unemployed. The CPI-W (see graph) covers about 40 percent of the total noninstitutional population and is the index usually used in contract negotiations.



When the base period of 1967 is equal to 100.0, an increase of 4.2 percent would be shown as 104.2. If you want to express this in dollars, the price of a particular good or service in the CPI that cost \$10.00 in 1967 would cost \$10.42 in 1968. In 1979 that original \$10.00 item would cost \$21.77.

This soaring rate of inflation is doubly hard on managers. Not only are they purchasing their inventories with deflated dollars, but wages paid to their employees are being paid in the same deflated dollars. This causes employees to ask for higher and higher pay raises to compensate for their lack of purchasing power. Inflation hits people from all walks of life - no one is exempt from it's effects.

Cathy Shenkle
Economist IV

YEAR	CPI-W (1967=100)	PERCENT CHANGE OVER PREVIOUS YEAR
1967	100.0	----
1968	104.2	4.2%
1969	109.8	5.4%
1970	116.3	5.9%
1971	121.3	4.3%
1972	125.3	3.3%
1973	133.1	6.2%
1974	147.7	11.0%
1975	161.2	9.1%
1976	170.5	5.8%
1977	181.5	6.5%
1978	195.3	7.6%
1979	217.7	11.5%
1980	246.9 (EST.)	13.4% (EST.)



What's in it for the Employer?

There's a lot to offer at Job Service in addition to matching jobs with job seekers. We have a whole system of services, all aimed at helping you obtain a work force that is capable and reliable. Here are some of the ways we can help:

If your company is expanding or moving into a new area, we can handle the time-consuming work of **recruiting** and **screening** new workers. We also offer **labor market activity reports** for local, state, regional, and national areas so you can make informed business decisions and prepare for changing conditions.

For companies that deal with Federal contracts, Job Service can help you make sure that you're **in compliance with legal requirements** such as minority recruitment regulations. And we can help any company in the recruitment of special groups of workers such as Veterans and minorities.

At Job Service, we believe the cost of unemployment for society and the business

community is far greater than the cost of training programs, which can turn people into productive workers with something valuable to contribute. We can help you set up training programs which may provide your company double benefits: **skilled workers plus possible tax breaks** during training. On-the-job training, targeted jobs tax credit, apprenticeships, and re-training for Veterans are just some of the programs Job Service can tell you about.

We know that sometimes it's impossible for a company to avoid laying-off workers. Job Service can help there, too, with a special effort to place the workers in jobs in the same community, or in similar jobs in another area. We're anticipating manpower needs, too, with counseling for young people to help assure **properly-trained workers for future job requirements**.

We've got a lot to offer at Job Service. So call us; **we're ready to help you in a lot of different ways.**



UP \$200

The Taxable wage base for 1981 will be \$7,800, up from \$7,600. This is as a result of an increase in the average annual wage earned by Montana workers. During 1979, the average annual wage for workers in the state amounted to 11,394.24 — 75 percent of this amount is \$8,545.68. We are, therefore, increasing the 1981 taxable wage base by \$200.00



TO BE POSTED FOR ATTENTION OF EMPLOYEES

Your Job Here Is Covered By Unemployment Insurance

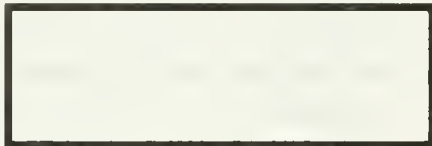
FOR WHICH CONTRIBUTIONS ARE PAID BY YOUR EMPLOYER

MONTANA EMPLOYMENT SECURITY DIVISION

HELENA • BOX 1728 • MONTANA 59801

SHOULD YOUR JOB TERMINATE

- 1 Consult any office of the Montana State Job Service
- 2 Register for work
- 3 If suitable job is not obtainable you may apply for unemployment insurance benefits
- 4 Furnish name and address of all employers during the past 18 months
- 5 Bring your social security account card



OFFICES OF THE MONTANA STATE JOB SERVICE

ANACONDA	HELENA
BILLINGS	KALISPELL
BOZEMAN	LEWISTOWN
BUTTE	LIMBY
CHATEAU	LIVINGSTON
DILLON	MILES CITY
GLASGOW	MISSOULA
GLENDALE	POISON
GREAT FALLS	SHELBY
HAMILTON	SIDNEY
HAVRE	THOMPSON FALLS
	WOLF POINT

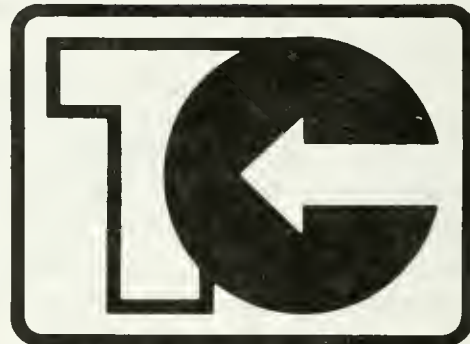
Section 24.11.705 Posting Notice to Workers in Unemployment Insurance Rules requires all employers to post official notice of coverage. Do you have one of these Posters? If you do not, please call our toll free number (1-800-332-6143) and request one.



EMPLOYERS— WANT AN ALTERNATIVE TO HIGH TAXES? TARGETED JOBS TAX CREDIT PROGRAM

Hire a qualified new employee and you can receive a tax credit on your federal income tax for the Wages paid to this new employee.

Interested? Call your nearest Job Service Office or call our TJTC Hot Line, 1-800-332-6145, for further information.



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APRIL 1981



Employment Security Division

Fred Barrett, Administrator

A Quarterly Review of Employment Service-Unemployment Insurance

Vol. II No. ³22

PLEASE RETURN

April 1981

U I CHANGES

Four bills affecting the Unemployment Insurance program have been passed by the 47th Legislature. One of the bills changes the penalty and interest assessment on delinquent contribution reports; another bill concerns receipt of Unemployment Insurance benefits by individuals drawing pensions; while two other bills modify requirements of the Extended Benefit Program.

House Bill 77 amended the existing law to eliminate the \$10 penalty assessment on delinquent contribution reports only. Delinquent contributions will continue to be assessed at the rate of \$10 or 10 percent of contribution due (whichever is greater) plus 12 percent annual interest on the amount due.

House Bill 76 amended the law governing eligibility for drawing unemployment benefits while receiving retirement benefits. Prior to passage of this bill, a claimant's weekly unemployment insurance benefit amount was reduced by the amount of the weekly pension the claimant received. This provision applied only to claimants receiving social security, railroad retirement, or any other pension that was contributed to in whole or in part by a base period employer. The bill changes this provision by stating that if a claimant is receiving social security, railroad retirement, or pension benefits to which he has contributed in part, the claimant's weekly benefit amount is reduced by only 50 percent of his weekly pension amount.

The remaining two bills deal with the Extended Benefit (EB) program. The Extended Benefit program was established to provide additional unemployment benefits to claimants during periods of high unemployment. This program is activated by a formula based on either national or statewide unemployment rates. The two bills dealing with EB would apply only while the program is in effect.

The amendments in **House Bill 34** will limit the period a Montana Extended Benefit claimant may draw benefits to two weeks if that claimant is filing for benefits against Montana from a state in which the EB program is not in effect.

House Bill 464 requires EB claimants to accept suitable work defined as employment paying the federal minimum wage and work that the individual is capable of doing. A claimant refusing suitable employment while eligible for EB is disqualified for benefits until he has earned wages equal to his weekly unemployment insurance entitlement in four separate weeks. The same disqualification applies when it is determined that the claimant is not actively seeking employment.

IMPROVING YOUR INTERVIEWING TECHNIQUES

MAY 13 1981

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Those who interview applicants should know three crucial defects in many interview situations: A GROSSLY UNEQUAL DISTRIBUTION OF POWER between the interviewer and the applicant; AN EMPHASIS ON PHONEY BEHAVIOR when applicants feel they must be perceived as social, highly intelligent, considerate and so on; and QUESTIONS WITHOUT ANSWERS where the applicant has no idea what the interviewer wants i.e. "How would you describe yourself?"

To put applicants more at ease it is a good idea to pair a positive and a negative question. I.e. "There are always some things about our jobs we like and some we dislike. Tell me a couple of things about your last job you particularly liked and a couple of things you particularly disliked." Or "What were some of the things about your last job that you felt were particularly difficult to do? What were some of the things you did best?"

INTERVIEWING WOMEN CANDIDATES



It is difficult to know, sometimes, how to act with someone of another race, another generation, the other sex. What may have been the norm yesterday isn't accepted today and may not be tolerated tomorrow.

Interviewing women as candidates or potential applicants is one situation for which the norms are changing. Here are some rules to go by. They are not intended to establish that any specific behavior is legal or illegal, contrary to Federal regulations or not. The perspective is one of common sense, common courtesy and a professional approach.

As a supervisor filling a vacant position, or as a representative of your company interviewing potential applicants, you want to do the right thing, to make a favorable impression for your organization and to avoid embarrassment for yourself and the people you interview. This is an attempt to help.

- Use the right words. Try to remember that the women in your office are not "girls" or "gals." And the woman you're interviewing isn't "sweetie" or "honey" or "dear" — even if you *are* a good ol' boy, even if you *do* call men you've never met before things like "pal" or "chum."
- Don't inquire into certain areas that are none of our business.
 - Her marital status (or nonmarital arrangements) or plans.
 - What her husband does, how much he makes, whether he's subject to transfer, how he feels about her working, traveling, or anything else.
 - Whether she has any children (or plans to) and how many, what ages or sex they are.
 - Arrangements for the care of her children.
 - Her views on birth control, abortion, women's lib.

- Don't bring up your prejudices. You're entitled to them, of course, but you aren't entitled to do anything about them on company time.
- Here are some common misconceptions:
 - Women shouldn't travel alone, shouldn't travel with men, shouldn't stay overnight in another city.
 - Women aren't aggressive enough.
 - They are too emotional.
 - They never stick with a job.
 - They won't accept travel assignments.
 - That women want to work only until marriage, or that they all want to marry.
 - That women are absent from work more than men.
 - That they use more sick leave than men.
 - Women don't want responsibility.
 - Can't supervise men.
 - Can supervise women.
 - Aren't interested in certain fields.
 - Aren't mobile.
- Don't flirt, don't be patronizing (you'll find lots of boyfriends"). Don't presume: Interviews sometimes take advantage of an interviewee's friendliness to act as if there is a degree of friendship.
- Don't joke. Some men find it embarrassing to behave toward women in a completely businesslike way. It can bring on the same kind of feelings you had as a child when you are trying to lie and thought the smirk you were suppressing must be obvious to everyone. The fact is that when women are treated as adult human beings, they don't notice anything strange about it — or you.
- Incidentally, in making a selection or recommendation, it is improper to give consideration to such factors as the following:
 - That supervisors or managers might prefer men.
 - Customers/clients wouldn't want to deal with women.
 - Coworkers might object.
 - Women's work lacks credibility.
 - The job involves travel, or travel with the opposite sex.
 - It involves unusual working conditions.
- If you are interviewing — say, on campus — it is your responsibility to assure that candidates are scheduled impartially.
- It is improper to place undue emphasis on conditions of employment in the hope of discouraging the candidate, i.e., to solicit a declination. It is for the applicant not the employer, to decide whether or not she wants the job — based, of course, on a clear explanation of what the conditions are.
- Finally, don't indicate your interest in a woman candidate as one whose selection would help improve your EEO picture (it's an insulting suggestion that you'd apply different standards.)

The general rule is that one should treat women applicants and men applicants in the same way. But it doesn't make it right if you also go through the motions of asking men, say, about their prospects for parenthood: The point

is that in most cases men have no reason to suppose that any improper significance would be attached to the answer, whereas women do.

Discriminatory behavior is as improper when it is not intended as when it is, and the appearance can be as important as the reality. That you ask certain questions not related to the job wouldn't necessarily show that you mean to discriminate, but such questions can be used and have been used in a discriminatory way, and women are increasingly aware of and resentful of this. The fact that certain questions are not relevant to consideration for employment is why they are improper when introduced into an employment interview.

There are a lot of *don'ts*. Where, you may ask, are the *do's*. What *can* you talk about? Simple: There's the job, its duties and responsibilities. The organization, its missions, programs and achievements. Career possibilities and opportunities for growth, development, advancement. Where the job is located, travel, mobility, equipment and facilities available (especially important with scientists). The individual's qualifications: abilities, experience, education, interests. The wonder is that one can cover all the ground that needs to be covered, let alone have any time left for irrelevancies.

One last rule, though. Don't go the other way: Don't take pains to point out how fair-minded you and your organization are (it will sound phony anyway) or give an instant replay for every female success story. And don't make a big deal about being mature: If you've decided to go along with "Ms." and avoid masculine pronouns when you mean man or woman, that's fine but at least don't put it in italics.

(This guide was written with an awareness that many supervisors and company representatives are men. While some of the points here obviously apply only to them, most would be applicable regardless of the interviewer's sex.



ARE U.I. CLAIMANTS LOOKING FOR WORK?

Employers have often expressed the feeling that many people draw UI benefits without making an effort to find work.

A program now called the Eligibility Review Interview (ERI) was designed in 1976 to ensure that claimants who are drawing UI benefits are paid only if they meet the able and available requirements of the law. In formal UI talk "the main thrust of the program is to ensure that the eligibility criteria of the availability sections of the unemployment insurance program are properly administered."

The program is a combined effort of the Employment Service (ES) and Unemployment Insurance staff, working in cooperation with each other. There are three main areas in the program:

1. Refer job ready claimants to Employment Service for maximum exposure to job openings.
2. Refer claimants who need special help to become employed to other programs within the agency or to other agencies who specialize in meeting these needs.
3. Hold indepth interviews to determine if a claimant has barriers to becoming reemployed which he/she refuses to overcome.

The agency's goal is to guide claimants in the methodology of finding employment. We help him by giving him tools to work with; such as how to be interviewed by a prospective employer, when is the best time to look for a particular kind of job, how to follow up on an interview with an employer, who to see to get an interview, and other resources to use to find out who is hiring. If the claimant is desirous of finding work, these tools will assist him.

There is one area where the employer can help. If employers will give the agency feedback when they are approached by a claimant who obviously does not want to accept work or who refuses an offer of employment, it will give the agency the information to deal with those persons who are not meeting the availability requirements of the law. Without the help and cooperation of employers, the agency becomes handicapped in performing its duties.

The program can work but it requires close cooperation between employers and Job Service personnel.

HOMEMADE TESTS.... ARE THEY VALID?

Employers who want to get the best possible match of workers to jobs often use pre-employment tests to reach that goal. Homemade tests or unvalidated tests can lead to a discrimination complaint against the employer.

Test validity refers to the extent to which the test measures what it's intended to measure. Discrimination complaints related to testing usually center around the belief that a test is more effective at screening out unwanted minority or female applicants than measuring ability.

Basically, there are three ways to measure test validity. The first is **criterion validity**, showing that people who have done well on the test have also done well on the job. The second is **construct validity**, showing that people with certain characteristics do best on the job and that, of a group of applicants otherwise similar, the ones with those characteristics do best on the test.

The third type of validity, **content validity**, means the test is closely tied to job analysis, breaking a job down into its various parts and developing test questions related to each one. Usually the test aims at measuring skills needed for various parts of a job and knowledge used on the job.

Many employers depend on Job Service for assistance with testing. For information about testing service available, contact your local Job Service or write the editor.

The real test of an individual's occupational ability and adjustment is a trial on the job. When this isn't feasible, testing is often the next best choice. But if you're using a homemade test, be sure your questions relate only to performance of that particular job. Your best bet—validated tests only!

JOB SERVICE ASSISTANCE

Reviewing an applicant's qualifications and selecting the right person is no easy process, but there are a number of techniques that make the job easier and the process more reliable. Aptitude tests, proficiency tests (such as typing, shorthand, etc.) and counseling all help judge a person's ability to do the job. Knowing what to look for on an application and what questions to ask are integral parts in the screening process.

Job Service is equipped to do this. In fact, selecting qualified applicants to refer to the employer for final selection is one of the basic functions of Job Service. Other services include help in reviewing and writing job descriptions and dissemination of wage rate information. All of these can make the selection process become an integral part of reducing turnover.



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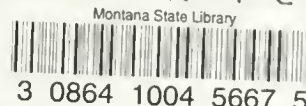


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JULY 1981

JOBS FOR PEOPLE SERVICE PEOPLE FOR JOBS



A QUARTERLY REVIEW

Department of Labor and Industry STATE DOCUMENTS COLLECTION

David L. Hunter, Commissioner

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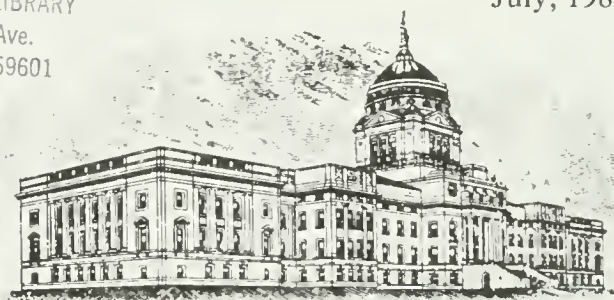
July, 1981

Just For Employers

The Job Service will recruit, train and refer trained workers for any type of new or expanding business at no charge to the employer.

If you are starting a new business or expanding an existing business, the Montana Job Service has available pre-employment start-up training.

Call Job Service now for an explanation of this unique new program.



Minimum is \$2.50

The following changes in the state wage and hour laws were enacted during the 47th legislative session.

Effective July 1, 1981, the state minimum hourly wage in Montana is \$2.50. On July 1, 1982, this amount will be raised to \$2.75 per hour. The increase in the state minimum hourly wage is the first since 1976 when a \$2.00 per hour minimum wage was established.

The new law also affects farm workers who will receive a minimum of \$575.00 per month starting July 1, 1981, and \$635.00 per month starting July 1, 1982. Prior to these increases for farm workers, the minimum wage was \$460.00 per month.

These changes in state law affect only employers and employees covered by the Montana state minimum wage law and do not change wage requirements of those covered by the federal minimum wage which remains at the \$3.35 per hour rate established January 1, 1981.

The new state minimum hourly wage law will primarily affect individuals working for any enterprise that has a gross volume of sales or business of less than \$325,000 annually.

Although the law allows for variations and certain exemptions to basic minimum wage and hour laws, employers unsure of the requirements of the law are advised and encouraged to request specific information or clarification from the Montana Department of Labor and Industry, Labor Standards Division, Capitol Station, Helena, Montana 59620.



Unemployment

Maximum \$145

Effective July 1, 1981, eligible workers in the state will be able to draw up to a maximum of \$145 per week in unemployment insurance benefits. This new maximum amount is \$14 more per week than the current \$131 maximum. This increase in the amount of benefits is in accordance with the Unemployment Insurance Laws of Montana which stipulate that the maximum weekly benefit amount will equal 60% of the average weekly wage of Montana's wage earners. The average weekly wage is computed annually and the benefit amount is adjusted as required by law.

When Are Test Results Valid Job Criteria?



The Situation:

As Darcy Spotted Horse waited for the personnel director to return, she peered out dubiously at the employees working in the central office of the Helbling Insurance Company. Although she was anxious to get the insurance adjuster's position, Darcy's hopes weren't buoyed by the clear absence of women or American Indians at the desks. Friends had already warned her of Helbling's reputation for unenthusiasm concerning equal employment practices.

As Personnel Director Dick Heid walked back into the office, he said smilingly, "We have those series of tests ready when you are. Your references and bachelor's degree do show promise, but the test results will give us a better idea of your education, motivation, and personality traits as they relate to this job."

Unfortunately, Darcy found out later that her passing but mediocre test grades weren't considered high enough in the eyes of Helbling officials. However, what the company didn't realize was that Darcy Spotted Horse wasn't prepared to leave the refusal at that. A nervous, yet determined Darcy took the insurance firm to court, charging them with both sex and racial discrimination.

During the Trial, Helbling Pointed Out:

We based our decision on factual exam scores, not prejudice. Miss Spotted Horse's grades simply indicated that she wouldn't be able to maintain the high quality of work we demand of our insurance adjusters.

It costs us a considerable amount of time and money to train new adjusters. We didn't think that Darcy's qualifications justified the investment. That philosophy can hold true with anyone we interview—no matter what their sex or race.

Darcy Spotted Horse Responded:

Those test results were just an excuse to turn me down. Your company has a notorious history of excluding women from professional positions and Indians

from any job. My work application spelled out double trouble in that respect.

In doing a little research among your current and ex-employees, I discovered several insurance adjusters had no college degrees at all—and many weren't required to take any test. Not only is it obvious that I had comparable or better qualifications to those hired, but your willingness to relax requirements in favor of white males definitely points out your unjust hiring practices.

The Result: Helbling Insurance is Guilty of Discrimination

There was no question in the court's view that the company had hired white male applicants with qualifications inferior to Darcy Spotted Horse's. In fact, a review of Helbling's personnel records confirmed a historical preference in that area.

The court also noted that the claim concerning training costs appeared inconsistent to actual operation, and again reinforced the status quo.

Comment:

Greigg vs. Duke Power Company was the first crucial case on the legality of a company's tests. Since statistics showed significantly more blacks than whites failed the tests and were excluded from jobs, and the employer couldn't prove the tests were a "business necessity," the Supreme Court ruled the tests an unlawful business practice. The court pointed out that the principle applies to any employment practice having an adverse effect on a disproportionate percentage of a group, even if the employer didn't intend to discriminate.

Employers who rely on employment tests should review them carefully to be sure they are a reasonable measure of job performance. Companies concerned with the legality of their job testing can also check with the regional office of the Equal Employment Opportunity commission in Dallas. *From Prairie Employer Review, Job Service North Dakota.*

Economic Highlights and Employment Outlook:

Ten counties were declared disaster areas from the floods at the end of May. The ten counties form a triangle with Cascade, Gallatin and Missoula counties at the corners. Carbon County was added a week later as more precipitation caused flooding there. The high water caused extensive property damage and some loss of employment. Seventy-five percent of the disaster recovery money will come from the federal government and the remainder will be paid by state and local sources.

Agriculture employment is nearing its seasonal high. The extremely wet weather delayed field work and seeding of some spring crops was done quite late. Cultivating and irrigating are being done as the weather permits and the haying season is just beginning. The condition of the winter wheat and spring planted crops is reported good throughout most of the state.

Montana's mining industry has had different leaders over the years. Currently, coal extraction is at the head of the list but this might change soon. Coal production is somewhat ahead of last year but it is still well below the 2.5 million tons mined in 1979. The decline in the use of coal is blamed on the weather, conservation and the economy. The portion of the "Overthrust Belt" in the state is attracting much exploration. Oil and gas seismic studies have doubled in the last two years. If drilling activity is successful, the new mining industry leader may be oil and gas.

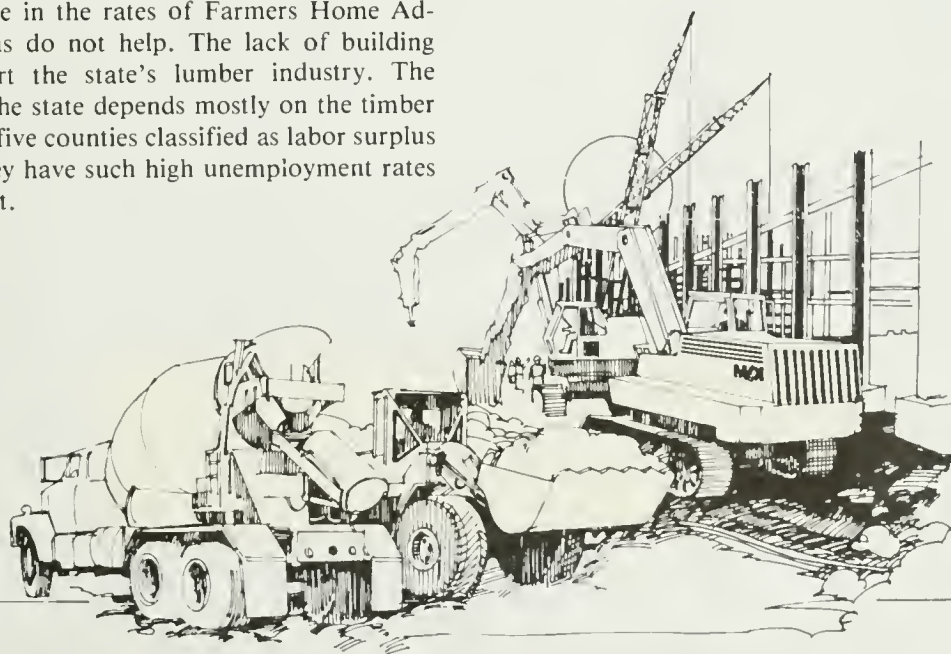
The number of building permits issued around the state is about the same as last year and still much lower than two years ago. Continuing high prime lending rates and a recent raise in the rates of Farmers Home Administration loans do not help. The lack of building continues to hurt the state's lumber industry. The western area of the state depends mostly on the timber industry and the five counties classified as labor surplus areas because they have such high unemployment rates are all in the west.

Tourist counts around the state are up sharply over last year and may surpass 1978 totals. Much of the increased tourism this year is credited to leveled off prices and a surplus of gasoline. Retail trade and hotel/motel industries will get a welcome lift from this increase in travel.

The unemployment rate dropped in May due to a nice increase in employment. Cutbacks in government employment, layoffs due to economic conditions in copper mining, continued soft lumber market, relocation of the headquarters of a major communications company and seasonal layoffs of school employees do not give a good outlook for the next few months.

Employment and Unemployment Situation (In Thousands)

	Net Changes Current Month From:				
	May 1981	Apr. 1981	May 1980	Apr. 1981	May 1980
Civilian Labor Force	390.4	385.0	377.1	5.4	13.3
Employment	368.2	361.5	357.6	6.7	10.6
Unemployment	22.2	23.5	19.5	-1.3	2.7
Unemployment Rate	5.7	6.1	5.2	-.4	.5



REAL SPENDABLE AVERAGE WEEKLY EARNINGS Of Private Nonagricultural Production Workers

After dropping considerably in March, real spendable earnings rose in April to \$77.45. This compares to \$76.99 in March and \$80.94 in April, 1980. Gross average weekly earnings are as high as ever, but inflation continues to compromise that amount. The consumer price index, which is used as a measure of inflation, has been rising at a slower rate than the same period one year ago. The increase in the consumer price index from March to April was 0.6%.

	Apr. 1981	Mar. 1981	Apr. 1980
Gross Average			
Weekly Earnings	248.29	244.84	232.23
Taxes Withheld	41.65	40.68	35.88
Spendable			
Earnings	206.63	204.17	196.35
Adjustment for			
Price Changes			
Since 1967	129.18	127.18	115.41
Real Spendable			
Earnings	77.45	76.99	80.94



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